SPECIAL DOVER HUMAN RELATIONS COMMISSION

AGENDA

JULY 20, 2016 - 6:00 P.M.

CITY HALL COUNCIL CHAMBERS
15 LOOCKERMAN PLAZA
DOVER, DELAWARE

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.

AGENDA ADDITIONS/DELETIONS

1. **ELECTION OF CHAIRS**
   - **A. COMMUNICATIONS COMMITTEE**
   - **B. COMMUNITY ENGAGEMENT COMMITTEE**

2. **DHRC COMMITTEE UPDATES**
   - **A. GOVERNMENT POLICY, PROGRAMS, AND PRACTICES COMMITTEE (MCGIFFIN)**
   - **B. COMMUNITY ENGAGEMENT COMMITTEE**
   - **C. EDUCATION COMMITTEE (BOGLE)**
   - **D. COMMUNICATIONS COMMITTEE**

3. **OLD BUSINESS**
   - **A. DHRC VACANCIES (FIRST AND FOURTH DISTRICTS)**

4. **ADJOURNMENT BY 7:00 P.M.**

/JS
S:\AGENDAS-MINUTES-PACKETS-PRESENTATIONS-ATT&EXH\MISC-AGENDAS\HUMAN RELATIONS\2016\07-20-2016 DHRC.WPD

THE AGENDA ITEMS AS LISTED MAY NOT BE CONSIDERED IN SEQUENCE. PURSUANT TO 29 DEL. C. §10004(E)(2), THIS AGENDA IS SUBJECT TO CHANGE TO INCLUDE THE ADDITION OR THE DELETION OF ITEMS, INCLUDING EXECUTIVE SESSIONS, WHICH ARISE AT THE TIME OF THE MEETING.

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23 responses

6/10/2016 - 6/18/2016

7 views

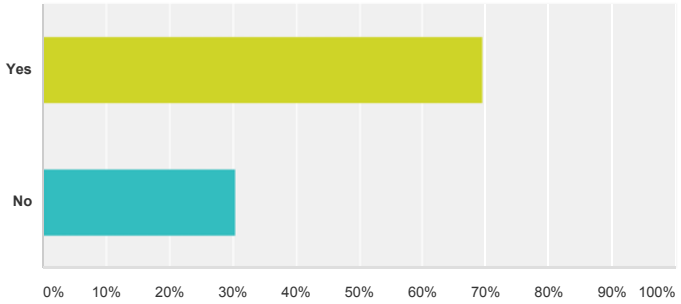
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Q1

Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

Answered: 23 Skipped: 0

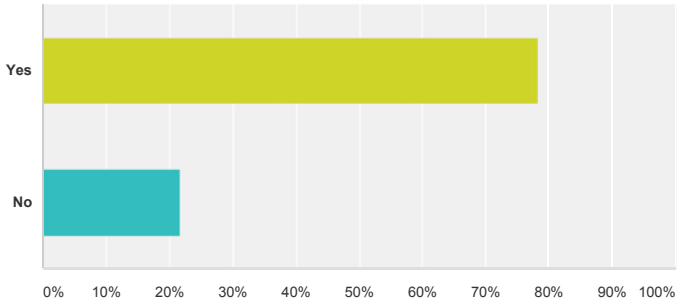


Answer Choices	Responses	
Yes	**69.57%**	16
No	**30.43%**	7
Total		23

Q2

Does the City promote diversity, cultural competency and inclusion in the community?

Answered: 23 Skipped: 0



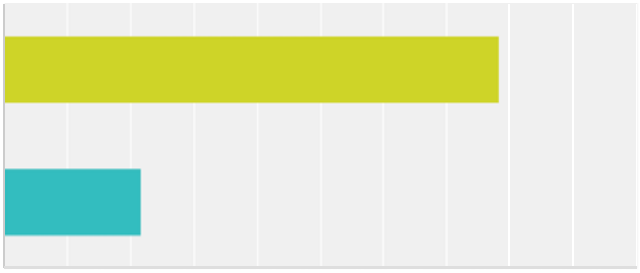
Answer Choices	Responses	
Yes	**78.26%**	18
No	**21.74%**	5
Total		23

Comments (12)

Q3

Does the City promote diversity, cultural competency and inclusion in the workplace?

Answered: 23 Skipped: 0



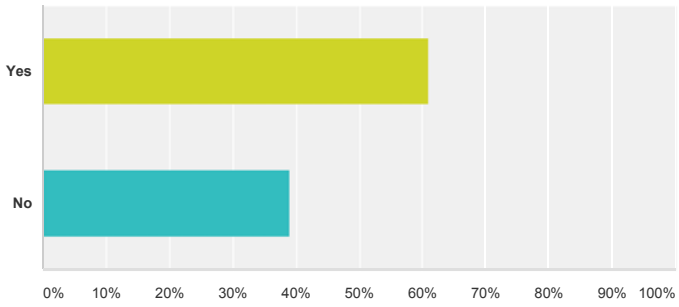
Answer Choices	Responses	
Yes	**78.26%**	18
No	**21.74%**	5
Total		23

Comments (11)

Q4

Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

Answered: 23 Skipped: 0

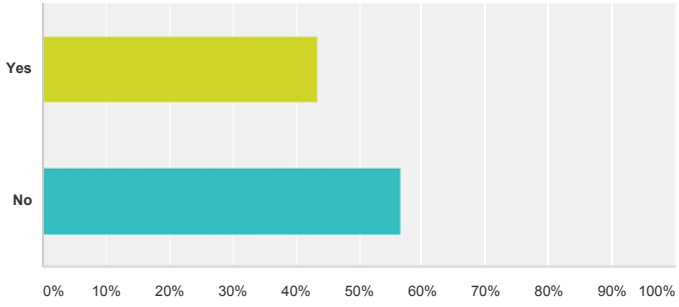


Answer Choices	Responses	
Yes	**60.87%**	14
No	**39.13%**	9
Total		23

Q5

Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

Answered: 23 Skipped: 0



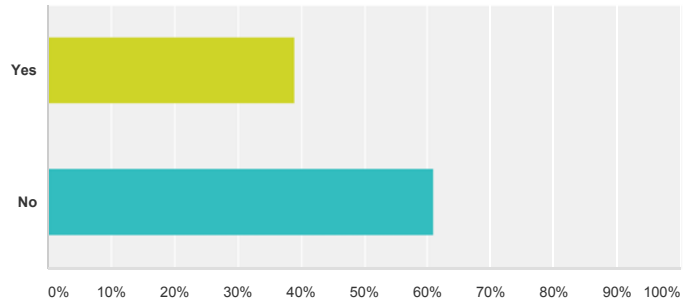
Answer Choices	Responses	
Yes	**43.48%**	10
No	**56.52%**	13
Total		23

Comments (10)

Q6

Is there any request/demand/need from diverse groups for particular services?

Answered: 23 Skipped: 0



Answer Choices	Responses	
Yes	**39.13%**	9
No	**60.87%**	14
Total		23

Comments (8)

Q7

What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

Answered: 23 Skipped: 0

Start with the young people. Work closely with Sankofa, Boys and Girls Clubs, Library, etc. to provide mentors where young people can talk about the events of the world and how they can be a positive change. 6/18/2016 4:12 PM
They need to treat everyone the same/equally 6/17/2016 9:35 AM
Not sure the City can do more than it's already doing. 6/16/2016 4:07 PM
Forget about the concept of being different and separate. We are all Delawareans that Live/Work in Dover. We are all Americans of the Present. 6/16/2016 12:05 PM
Find venues that teach the value of diversity and why everyone is important to a healthy vibrant city. 6/16/2016 10:07 AM
Nothing 6/15/2016 1:32 PM
Support diversity and cultural events in schools and other agencies

Start with the young people. Work closely with Sankofa, Boys and Girls Clubs, Library, etc. to provide mentors where young people can talk about the events of the world and how they can be a positive change.
6/18/2016 4:12 PM
They need to treat everyone the same/equally
6/17/2016 9:35 AM
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6/16/2016 12:05 PM
Find venues that teach the value of diversity and why everyone is important to a healthy vibrant city.
6/16/2016 10:07 AM
Nothing
6/15/2016 1:32 PM
Support diversity and cultural events in schools and other agencies
6/15/2016 12:02 PM
Promoting it is fine defining your worth by it is wrong , the best person should be hired not the best ethnic person , there should not be a quota of so many of this and so many of that. You can never please everyone , just leave equal opportunities for all, its that simple. If you hire simply to fill a ethnic slot you will not get the best candidate.
6/15/2016 7:50 AM
Show training a few times a year in regards to diversity.
6/15/2016 7:44 AM
Unknown
6/14/2016 2:09 PM
Two separate arenas to address diversity. There seems to be a good acceptance of all inside the organization but inside the community can sway with the occurrence of certain events.
6/14/2016 1:42 PM
More proactive with groups, attend meetings, provide information
6/14/2016 1:40 PM
N/A
6/14/2016 1:27 PM
I believe that if the City's leadership actually cared about diversity this question would answer itself. They should pay attention to the needs and concerns of their employees and citizens, and not blow off concerns that are brought to them.
6/14/2016 1:26 PM
Continue valuing everyone
6/14/2016 12:47 PM
Starting treating employees like they are valued
6/14/2016 12:22 PM
?
6/14/2016 11:54 AM
Nothing. It can't force diversity. The City is open for all to participate or not participate. It will never represent all cultures unless all cultures want to (and do) participate.
6/14/2016 11:53 AM

Race, religion and sex exist thought the US and the world. We are all human. We should NOT be in an environment where hidden discrimination is allowed. We are not all ignorant and un-educated. We see, hear and feel ignorance.
6/14/2016 11:41 AM
I think we do a job
6/14/2016 11:37 AM
Nothing because it is a crutch and a excuse, the best man or women for the job should get the job. Ps. Stop pandering to liberals that want to divide this country.
6/14/2016 11:37 AM
Keep up the good work. Thanks!
6/14/2016 11:36 AM
get the pal league up and running
6/14/2016 11:31 AM

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23 responses
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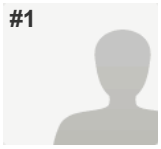
Respondent #1

23 responses

6/10/2016 - 6/18/2016

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#1



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Started: Tuesday, June 14, 2016 11:30:02 AM
Last Modified: Tuesday, June 14, 2016 11:31:03 AM
Time Spent: 00:01:01

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PAGE 1: Dover Human Relations Commission Diversity Questionare

Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

Yes

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

Yes

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

Yes

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

Yes

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

Yes

Q6: Is there any request/demand/need from diverse groups for particular services?

Yes

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

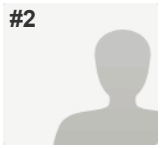
get the pal league up and running

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Respondent #2



#2

COMPLETE

Started: Tuesday, June 14, 2016 11:33:40 AM
Last Modified: Tuesday, June 14, 2016 11:36:05 AM
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PAGE 1: Dover Human Relations Commission Diversity Questionare

Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

Yes

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

Yes

Why and how? or Why not?	We need more Asian-themed events. And it's sometimes hard to know about the cultural events in the area unless if I'm reading the newspaper. I'm a young person lol.

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

No

Why and how? or Why not?	I probably wouldn't exactly say no, it's just that I don't see a whole lot of minority employees. But it has improved since I've started working with the City.

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

Yes

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

Yes

Explain:	A lot. Mostly African-American though.

Q6: Is there any request/demand/need from diverse groups for particular services?

Yes

Explain:	Asian-themed stuff.

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

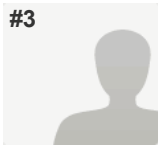
Keep up the good work. Thanks!

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Respondent #3



#3

COMPLETE

Started: Tuesday, June 14, 2016 11:36:22 AM
Last Modified: Tuesday, June 14, 2016 11:37:02 AM
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Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

Yes

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

Yes

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

Yes

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

Yes

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

Yes

Q6: Is there any request/demand/need from diverse groups for particular services?

No

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

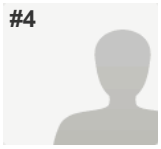
I think we do a job

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Respondent #4



#4

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PAGE 1: Dover Human Relations Commission Diversity Questionare

Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

Yes

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

Yes

Why and how? or Why not?	Diversity is a joke. The best person for the job should get the job. Bottom line

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

Yes

Why and how? or Why not?	Diversity is a joke. The best person for the job should get the job. Bottom line

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

No

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

Yes

Explain:	This survey is a symbol that affects diversity.

Q6: Is there any request/demand/need from diverse groups for particular services?

No

Explain:	Diversity is a joke. The best person for the job should get the job. Bottom line

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

Nothing because it is a crutch and a excuse, the best man or women for the job should get the job.

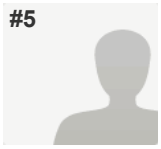
Ps. Stop pandering to liberals that want to divide this country.

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Respondent #5



#5

COMPLETE

Started: Tuesday, June 14, 2016 11:32:45 AM
Last Modified: Tuesday, June 14, 2016 11:41:21 AM
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PAGE 1: Dover Human Relations Commission Diversity Questionare

Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

No

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

No

Why and how? or Why not?	The world is changing. CHANGE IS A GOOD THING....

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

No

Why and how? or Why not?	The City needs to think open their minds to all. Their is still HIDDEN discrimination!

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

No

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

No

Q6: Is there any request/demand/need from diverse groups for particular services?

Yes

Explain:	Keep an open mind when it comes to diversity and cultural. We are surround by hidden discrimination.

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

Race, religion and sex exist thought the US and the world. We are all human. We should NOT be in an environment where hidden discrimination is allowed. We are not all ignorant and un-educated. We see, hear and feel ignorance.

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Respondent #6

23 responses

6/10/2016 - 6/18/2016

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#6

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Last Modified: Tuesday, June 14, 2016 11:52:40 AM
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PAGE 1: Dover Human Relations Commission Diversity Questionare

Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

Yes

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

Yes

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

Yes

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

Yes

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

No

Q6: Is there any request/demand/need from diverse groups for particular services?

No

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

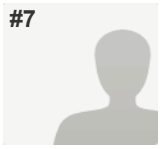
Nothing. It can't force diversity. The City is open for all to participate or not participate. It will never represent all cultures unless all cultures want to (and do) participate.

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Respondent #7



#7

COMPLETE

Started: Tuesday, June 14, 2016 11:51:27 AM
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Time Spent: 00:02:51

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PAGE 1: Dover Human Relations Commission Diversity Questionare

Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

Yes

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

Yes

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

Yes

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

Yes

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

No

Q6: Is there any request/demand/need from diverse groups for particular services?

No

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

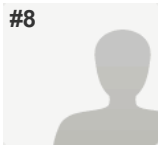
?

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Respondent #8



#8

COMPLETE

Started: Tuesday, June 14, 2016 12:19:08 PM
Last Modified: Tuesday, June 14, 2016 12:21:52 PM
Time Spent: 00:02:44

23 responses

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PAGE 1: Dover Human Relations Commission Diversity Questionare

Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

No

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

No

Why and how? or Why not? not sure

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

No

Why and how? or Why not? not for the right reasons

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

Yes

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

No

Q6: Is there any request/demand/need from diverse groups for particular services?

Yes

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

Starting treating employees like they are valued

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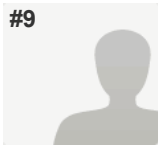
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Respondent #9



#9

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Started: Tuesday, June 14, 2016 12:44:56 PM
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Time Spent: 00:02:04

23 responses

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Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

Yes

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

Yes

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

Yes

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

Yes

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

Yes

Explain: African American Festival, Delaware Pride Festival, Comic Con

Q6: Is there any request/demand/need from diverse groups for particular services?

No

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

Continue valuing everyone

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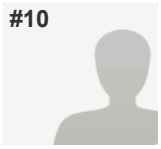
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Respondent #10



#10

COMPLETE

Started: Tuesday, June 14, 2016 12:59:32 PM
Last Modified: Tuesday, June 14, 2016 1:25:30 PM
Time Spent: 00:25:58

23 responses

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Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

No

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

No

Why and how? or Why not?	I don't see it. Some communities are policed very heavily, while others never see a police officer in their neighborhoods.

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

No

Why and how? or Why not?	The lack of diversity in the City of Dover can very easily be observed by looking at the people they employ. There are very few minorities employed by the City of Dover. I'm sure they will include white women as a minority but that is misleading. Dover is approximately 50% black and the city employs no more than 10%, very few of which are in supervisory positions.

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

No

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

Yes

Explain:	Dover Days and Afram

Q6: Is there any request/demand/need from diverse groups for particular services?

Yes

Explain:	Employment opportunities

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

I believe that if the City's leadership actually cared about diversity this question would answer itself. They should pay attention to the needs and concerns of their employees and citizens, and not blow off concerns that are brought to them.

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Respondent #11

23 responses

6/10/2016 - 6/18/2016

7 views

#11

COMPLETE

Started: Tuesday, June 14, 2016 1:15:55 PM
Last Modified: Tuesday, June 14, 2016 1:26:37 PM
Time Spent: 00:10:41

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PAGE 1: Dover Human Relations Commission Diversity Questionare

Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

Yes

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

Yes

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

Yes

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

Yes

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

No

Q6: Is there any request/demand/need from diverse groups for particular services?

No

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

N/A

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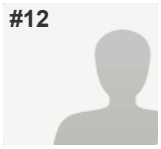
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Respondent #12



#12

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23 responses

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PAGE 1: Dover Human Relations Commission Diversity Questionare

Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

Yes

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

Yes

Why and how? or Why not? Partnering with local minority groups

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

Yes

Why and how? or Why not? Non-discriminatory during the hiring process

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

No

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

Yes

Explain: Police issues with minorities.

Q6: Is there any request/demand/need from diverse groups for particular services?

No

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

More proactive with groups, attend meetings, provide information

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Respondent #13



#13

COMPLETE

Started: Tuesday, June 14, 2016 1:37:59 PM
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PAGE 1: Dover Human Relations Commission Diversity Questionare

Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

Yes

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

Yes

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

Yes

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

No

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

No

Q6: Is there any request/demand/need from diverse groups for particular services?

No

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

Two separate arenas to address diversity. There seems to be a good acceptance of all inside the organization but inside the community can sway with the occurrence of certain events.

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Respondent #14

23 responses

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#14

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PAGE 1: Dover Human Relations Commission Diversity Questionare

Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

No

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

No

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

No

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

No

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

No

Q6: Is there any request/demand/need from diverse groups for particular services?

Yes

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

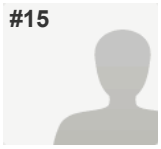
Unknown

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Respondent #15



#15

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Started: Wednesday, June 15, 2016 7:35:49 AM
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Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

No

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

Yes

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

Yes

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

Yes

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

No

Q6: Is there any request/demand/need from diverse groups for particular services?

No

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

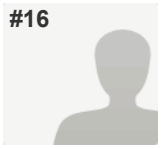
Show training a few times a year in regards to diversity.

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Respondent #16



#16

COMPLETE

Started: Wednesday, June 15, 2016 7:45:33 AM
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PAGE 1: Dover Human Relations Commission Diversity Questionare

Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

Yes

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

Yes

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

Yes

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

No

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

No

Explain:	Stop trying to please everyone, people need to come together as work team , not a group of individuals , you eventually create clicks that don't communicate and don't work well together . Be a team player of get off the bus its that simple.

Q6: Is there any request/demand/need from diverse groups for particular services?

No

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

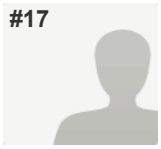
Promoting it is fine defining your worth by it is wrong , the best person should be hired not the best ethnic person , there should not be a quota of so many of this and so many of that. You can never please everyone , just leave equal opportunities for all, its that simple. If you hire simply to fill a ethnic slot you will not get the best candidate.

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Respondent #17



#17

COMPLETE

Started: Wednesday, June 15, 2016 11:52:33 AM
Last Modified: Wednesday, June 15, 2016 12:01:32 PM
Time Spent: 00:08:58

23 responses

6/10/2016 - 6/18/2016

7 views

PAGE 1: Dover Human Relations Commission Diversity Questionare

Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

No

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

Yes

Why and how? or Why not?	Yes through Old Dover Days and the African American Festival

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

Yes

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

Yes

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

Yes

Explain:	Old Dover Days and the African American Festival

Q6: Is there any request/demand/need from diverse groups for particular services?

No

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

Support diversity and cultural events in schools and other agencies

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Respondent #18

23 responses

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#18

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Started: Wednesday, June 15, 2016 1:31:15 PM
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Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

Yes

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

Yes

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

Yes

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

Yes

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

No

Q6: Is there any request/demand/need from diverse groups for particular services?

No

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

Nothing

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Respondent #19

#19

COMPLETE

Started: Thursday, June 16, 2016 9:58:17 AM
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PAGE 1: Dover Human Relations Commission Diversity Questionare

Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

Yes

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

Yes

Why and how? or Why not?	We actively participate in community meetings from every part of the city. We solicit feedback in may forms: in person, FB, email, website, etc.

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

Yes

Why and how? or Why not?	Through training and posture.

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

Yes

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

Yes

Explain:	Yes, we are having undertones of racial conflict with respect to our police department and in some cases code enforcement.

Q6: Is there any request/demand/need from diverse groups for particular services?

Yes

Explain:	Yes, increased community policing services, infrastructure improvements, street lighting improvements, community safety improvements.

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

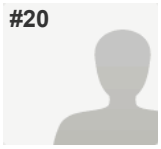
Find venues that teach the value of diversity and why everyone is important to a healthy vibrant city.

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Respondent #20



#20

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PAGE 1: Dover Human Relations Commission Diversity Questionare

Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

Yes

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

Yes

Why and how? or Why not?	This is over done. I do not believe that diversity should be a concern.

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

Yes

Why and how? or Why not?	This is over done as well. I believe that the right person should be selected for the job. It is known that management maintains figures of employees based on race and sex. This should not be consideration when attempting the find the right person for the position. But if the statistics are known then any interview will have a predetermined outcome.

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

Yes

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

Yes

Explain:	All residents and employees should not be concerned with "History"!! Focus on the future as a whole.

Q6: Is there any request/demand/need from diverse groups for particular services?

Yes

Explain:	There should not be any demands. Needs should not be about being a diverse group. A request should come from anyone. No matter what Diversity.

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

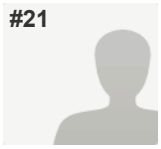
Forget about the concept of being different and separate. We are all Delawareans that Live/Work in Dover. We are all Americans of the Present.

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Respondent #21



#21

COMPLETE

Started: Thursday, June 16, 2016 4:02:18 PM
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Time Spent: 00:04:13

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PAGE 1: Dover Human Relations Commission Diversity Questionare

Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

Yes

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

Yes

Why and how? or Why not?	Cultural events at Library, sporting programs/activities, special events such as the African American Festival

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

Yes

Why and how? or Why not?	Hiring practices

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

Yes

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

No

Q6: Is there any request/demand/need from diverse groups for particular services?

No

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

Not sure the City can do more than it's already doing.

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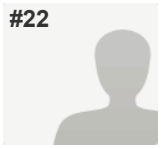
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Respondent #22



#22

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Started: Friday, June 17, 2016 9:23:49 AM
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PAGE 1: Dover Human Relations Commission Diversity Questionare

Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

No

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

No

Why and how? or Why not?	What needs to be promoted? In my department, we treat everyone the same/equally.

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

Yes

Why and how? or Why not?	I feel this is strongly looked at when filling jobs. Statistics/numbers are kept by Human Resources. I feel this is taken into consideration when filling open position rather than hiring the best candidate.

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

No

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

No

Q6: Is there any request/demand/need from diverse groups for particular services?

No

Explain:	Everyone should be treated the same/equally

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

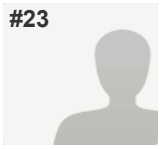
They need to treat everyone the same/equally

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Respondent #23



#23

COMPLETE

Started: Saturday, June 18, 2016 3:29:30 PM
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23 responses

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PAGE 1: Dover Human Relations Commission Diversity Questionare

Q1: Is the City's value regarding diversity and cultural competency communicated to departments, staff, employees?

Yes

Q2: Does the City promote diversity, cultural competency and inclusion in the community?

Yes

Why and how? or Why not?	Displays, exhibits, and programs at the Library. Responding via the media regarding high profile City cases.

Q3: Does the City promote diversity, cultural competency and inclusion in the workplace?

Yes

Why and how? or Why not?	HR training

Q4: Are diversity and cultural competency articulated as values in any mission/vision/value statement developed by the City?

No

Q5: Is there any history, event, symbol, figure that affects diversity and cultural competency in Dover?

No

Explain:	I'm sure there is, however I cannot think of one without some research

Q6: Is there any request/demand/need from diverse groups for particular services?

Yes

Explain:	Basic adult education help, job assistance, budgeting assistance, housing assistance

Q7: What does the City need to do more to promote diversity and cultural competency within the organization and in the community at large?

Start with the young people. Work closely with Sankofa, Boys and Girls Clubs, Library, etc. to provide mentors where young people can talk about the events of the world and how they can be a positive change.