DOVER HUMAN RELATIONS COMMISSION

The Dover Human Relations Commission (DHRC) meeting was held on July 20, 2016 at 6:07 p.m. with Chairman Henderson presiding. Members present were Mr. McGiffin and Mrs. Sadusky. Ms. Bogle and Ms. Mullen were absent.

AGENDA ADDITIONS/DELETIONS

Mr. McGiffin moved for approval of the agenda, seconded by Mrs. Sadusky and unanimously carried.

Election of Chair - Communications Committee

By unanimous consent, this item was deferred until there are more members serving on the DHRC.

Election of Chair - Community Engagement Committee

By unanimous consent, this item was deferred until there are more members serving on the DHRC.

DHRC Committee Updates

Government Policy, Programs, and Practices Committee (McGiffin)

Mr. McGiffin advised members that all of the data research had been completed for the Government Policy, Programs, and Practices (GPPP) Committee's online survey of employees with regard to diversity in the City of Dover.

Responding to Mr. McGiffin, Mrs. Jody Stein, Administrative Assistant, City Clerk's Office, advised that no hard copies of the survey had been submitted to the City Clerk's Office.

Mr. McGiffin indicated that there were 23 responses to the online survey and he had started to put together the results from the interviews conducted with management employees regarding diversity in the City. Mr. McGiffin stated that he would write up the results of the survey and interviews and share them with Mr. Henderson, who also serves on the GPPP Committee. He indicated that they would advise the Commission regarding what they believe the results mean, and the Commission would then decide whether to accept, modify, or reject their analysis. Mr. McGiffin advised that that the GPPP Committee may suggest the next steps to address what was learned. He felt that both the survey and the interviews were useful.

Responding to Mrs. Sadusky, Mr. McGiffin stated that approximately ten (10) City management employees were interviewed. He stated that the online survey was for non-management employees; however, respondents were not asked to identify themselves and responses could have come from any employee. Mr. McGiffin noted that one (1) employee who had been interviewed called to see if they should complete the survey as well, and they were told not to do so. He informed members that the surveys and interviews provided a broad range of feedback and that the GPPP would present their findings at the next meeting.

Community Engagement Committee
By unanimous consent, this item was deferred.

Education Committee
By unanimous consent, this item was deferred.

Communications Committee
By unanimous consent, this item was deferred.

Old Business

DHRC Vacancies (First and Fourth Districts)
Mr. Henderson noted that the Commission has two (2) vacancies for representatives in the First District and two (2) vacancies for representatives in the Fourth District. He indicated that he would reach out to the City Council representatives in these districts for suggestions for possible appointees.

Mr. Henderson advised that he would be away during the month of August and asked that the next meeting be scheduled for September 21, 2016.

Mr. McGiffin moved for adjournment. The motion was seconded by Mrs. Sadusky and unanimously carried.

Meeting adjourned at 6:23 p.m.

Theodore A. Henderson
Chair

TAH/JS/dd
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