DOVER HUMAN RELATIONS COMMISSION

AGENDA

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

CITY HALL CONFERENCE ROOM
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. **PRESENTATION BY THE METROPOLITAN WILMINGTON URBAN LEAGUE YOUNG PROFESSIONALS - DR. SHEKELIA HINES**

2. **RECESS FOR PHOTOGRAPHS**

3. **DHRC COMMITTEE UPDATES**
   - **A. GOVERNMENT POLICY, PROGRAMS, AND PRACTICES COMMITTEE *(MCGIFFIN)***
     - **(1) CITY OF DOVER DIVERSITY QUESTIONNAIRE - QUESTIONS FOR ONLINE SURVEY**
   - **B. COMMUNITY ENGAGEMENT COMMITTEE *(ROACH)***
     - **(1) DHRC LOGO**
       (DUE TO TIME CONSTRAINTS, THIS ITEM WAS DEFERRED DURING THE COMMISSION MEETING OF MARCH 16, 2016. DURING THEIR MEETING OF JANUARY 11, 2016, CITY COUNCIL APPROVED THE COMMISSION'S RECOMMENDATION THAT DOVER HIGH SCHOOL STUDENTS BE ASKED TO CREATE A LOGO FOR THE DOVER HUMAN RELATIONS COMMISSION IN EXCHANGE FOR A $50 GIFT CERTIFICATE)
     - **(2) REACH ONE, TEACH ONE CHALLENGE**
       (DURING THEIR MEETING OF JANUARY 11, 2016, CITY COUNCIL APPROVED THE COMMISSION'S RECOMMENDATION THAT COUNCIL CONSIDER HAVING A "REACH ONE, TEACH ONE CHALLENGE" FOR THE CITY OF DOVER)
     - **(3) NEW IDEAS FOR COMMUNITY ENGAGEMENT**
       (DURING THE COMMISSION MEETING OF MARCH 16, 2016, IT WAS RECOMMENDED THAT ALL MEMBERS COME UP WITH A NEW IDEA BY THE NEXT MEETING IN REGARD TO A FORUM, TASK, OR CHALLENGE FOR THE COMMUNITY THAT THEY WOULD LIKE TO SEE THE DHRC UNDERTAKE)
   - **C. EDUCATION COMMITTEE *(BOGLE)***
   - **D. COMMUNICATIONS COMMITTEE *(GRIFFITH)***
     - **(1) AFRICAN AMERICAN FESTIVAL**
       (DURING THE COMMISSION MEETING OF MARCH 16, 2016, MEMBERS RECOMMENDED ALLOCATING $200 FOR THE AFRICAN AMERICAN FESTIVAL. THIS RECOMMENDATION IS SCHEDULED FOR CONSIDERATION BY CITY COUNCIL ON APRIL 25, 2016)
     - **(2) COMMUNITY INVOLVEMENT - PUBLIC RELATIONS INITIATIVE**

4. OLD BUSINESS

A. DHRC VACANCIES (FIRST AND FOURTH DISTRICTS)

(APPLICATIONS HAVE BEEN RECEIVED FROM CANDIDATES IN THE FIRST AND THIRD DISTRICTS AND HAVE BEEN PROVIDED TO THE COUNCIL PRESIDENT)

5. ADJOURNMENT BY 7:00 P.M.

/JS
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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.

Dover Human Relations Commission
Diversity Questionare

General Questions

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

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

3. Does the City promote diversity, cultural competency and inclusion in the community?* Why and how? Or why not?

4. Does the City promote diversity, cultural competency and inclusion in the workplace?* Why and how? Or why not?

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

6. Does the City have a diversity recruiting plan, goals, record?

7. Does the City inquire about or measure employee satisfaction?

8. How does the City Communicate with diverse populations?

9. Is citizen/customer satisfaction measured? Is it tracked with diversity as a factor?

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

11. Are any City services available in any language other than English?

12. Does the City have diversity policies applicable to dealings with vendors?

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

For Kim Hawkins

14. Does the City track demographics of job applicants?

15. Does the City publish clear criteria for jobs prior to interviews?

16. Are interviewers trained about issues related to unconscious bias?

17. Is hiring done by hiring panels? Are the panels diverse?

18. Are hiring patterns tracked? Retention patterns? Attrition patterns?

19. Are employee behavior expectations communicated to staff? Enforced?

20. Does the City use Employee Resource Groups?

* question appropriate for survey of City staff