DOVER HUMAN RELATIONS COMMISSION

The Dover Human Relations Commission (DHRC) meeting was held on October 27, 2015 at 5:15 p.m. with Chairwoman Smith presiding. Members present were Ms. Bogle, Ms. Griffith, Mr. Henderson (departed at 6:13 p.m. and returned at 6:18 p.m.), Mr. McGiffin (departed at 5:45 p.m.), Mr. Roach (arrived at 5:23 p.m.), and Mrs. Sadusky (departed at 6:39 p.m.).

AGENDA ADDITIONS/DELETIONS

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

DHRC Committee Updates

Government Policy, Programs, and Practices Committee

City of Dover Diversity Questionnaire

Mr. McGiffin explained that the Government Policy, Programs, and Practices (GPPP) Committee was charged with examining the City's policies, programs, and practices through the lens of diversity to try to recognize the things that the City does well, identify those things that the City could use help with, and advise Council on how to proceed. He indicated that former Chair Eugene Ruane had researched this project and a questionnaire had been developed to survey staff in this regard. Mr. McGiffin requested members' permission to use this questionnaire as a starting point, stating that if members approved the survey instrument, he would schedule interviews with key staff, including the City Manager, Council President, and some of the department heads. An online survey device, such as SurveyMonkey, would also be utilized, with the assistance of Mr. Andy Siegel, IT Director. Mr. McGiffin explained that data would then be collected and reviewed.

Mr. McGiffin stated that he would like to have additional members on the GPPP Committee, noting that at this time he was the only member. He advised that Mr. Roach had assisted in the development of the diversity survey document but had not joined the Committee at this point.

Responding to Mr. Henderson regarding the need for additional members on the Committee, Mr. McGiffin stated that he would like to have three (3) members.

Mr. Henderson volunteered to serve on the GPPP Committee.

Mr. McGiffin indicated that he would like to have two (2) members to conduct the interviews. He noted that he had time available in December to work on this project and hoped to coordinate interviews during that time.

Referring to the General Questions in the memorandum from Mr. McGiffin RE: Diversity Research Project, Ms. Smith questioned the use of the word "value" in Question #2. In addition, she questioned how "cultural competency" would be measured and what barometer would be used.

Mr. Henderson suggested pluralizing the word "value" and stated his opinion that "cultural competency" was trying to convey the concept of sensitivity to the backgrounds of others.

Mr. McGiffin stated that cultural competency was broader than this, but that sensitivity was part of it.

Ms. Smith felt that every person would measure this differently and questioned what barometer would be used to measure respondents' feelings regarding whether diversity and cultural competency are promoted by the City.

Mr. McGiffin stated that the survey would have a graded scale that is positive on one end, negative on the other, and neutral in the middle, and respondents would be asked if they somewhat agree, agree, somewhat disagree, disagree, or have no opinion. The resulting metric would indicate how many respondents answered in particular ways. Mr. McGiffin explained that it may not be known whether respondents understand the term cultural competency; however, when interviews are conducted, more detailed information would be obtained.

Ms. Smith questioned the intent of the latter portion of Question #3, which addressed why and how the City promotes diversity. Responding, Mr. McGiffin indicated that this type of question would not necessarily be included in the online survey because it would require a narrative, although it may be incorporated if an online narrative response is possible. He stated that he hoped to receive unexpected responses, noting that the more that could be learned, the better members could understand what is going on and find ways to address issues.

In response to Ms. Smith as to whether this portion of Question #3 would be included in the online survey, Mr. McGiffin stated that it would not be phrased in the same way; however, he might still be looking for some input, although he was unsure how to do this through the online survey. He noted that members could approve the document for purposes of the interviews and request him to come back with a draft of the online survey.

Ms. Smith felt that this would be helpful, expressing her opinion that the questions provided an opportunity for follow-up during a face-to-face interview; however, she felt that there were uncertainties for those completing an online survey. Mr. McGiffin stated that Ms. Smith would receive a draft.

Responding to Mrs. Sadusky, Mr. McGiffin stated that a written survey would not be distributed to all employees since he believed there would be a minimal return. The questionnaire would be used as a basis for the interviews. He was unsure how many questions would be included in the online survey.

Mrs. Sadusky stated that she was unsure of the exact definition of cultural competency and suggested that a definition be included for the purposes of the interview.

Mr. McGiffin stated that it may be useful to know if interviewees do not know what cultural competency is. He stated that interviewees would not be given the questions in writing but would be asked them verbally.

Ms. Smith noted that people may have different thoughts about what diversity is in terms of race, sexual preference, or religion. She questioned if the goal was to know if people felt comfortable in the workplace. Responding, Mr. McGiffin stated that this was among the things that he thought would be learned; however, a deeper understanding was being sought of how the City approaches issues of diversity, not only in terms of action but attitude, and how important issues of diversity are to the decision makers and employees.

Ms. Smith stated that, if possible, she would like to sit in on some of the interviews. She agreed with the approach of asking questions verbally versus in writing to obtain a spontaneous response.

In regard to the number of people who would be conducting interviews, Mr. McGiffin explained that he did not want to conduct interviews by himself because he did not trust his own perceptions completely since his expectations may affect what he hears. Another interviewer would allow for two (2) perspectives, which would increase confidence in the accuracy of recorded results. Mr. McGiffin felt that three (3) interviewers would begin to sound like an inquisition and may not encourage open conversation.

Ms. Smith concurred, stating that if one (1) of the interviewers were unable to attend, she would like to be a part of the process to observe, if not as someone asking questions.

Mr. McGiffin stated that he could come up with a schedule for interviews, try to attend all of them himself, and allow Commissioners to sign up to attend as well. To the extent possible, interviews would be held during the workday, but he believed that some would be held after the workday. Mr. McGiffin indicated that he would ask the Clerk's Office staff to publish the schedule and Commissioners could then let him know when they are available.

Mr. Henderson moved to accept the survey as written for the City staff, with a new draft to be provided for the online survey. The motion was seconded by Mr. McGiffin and unanimously carried.

Community Engagement Committee (Roach)

Mr. Roach stated that a community outreach event had been held in downtown Dover by the City Police Department and the National Association for the Advancement of Colored People (NAACP) on October 8, 2015. Turnout was good and the event was reported in the newspapers.

Mr. Roach indicated that he had been in communication with a couple of police officers regarding an incident that had occurred with a young man with whom Mr. Roach was acquainted. Mr. Roach also advised members that there had been another incident at Delaware State University (DSU) where a young man who was intoxicated hit his vehicle's gas pedal, rather than the brakes. His car was in reverse and hit seven (7) people, wedging one (1) young lady between the door and a tree. This occurred on Saturday, October 24, 2015, and all on-campus events were canceled because of this. Mr. Roach planned to go to DSU to see what would be happening in this regard.

Mr. Roach stated that construction of the new Boys and Girls Club was going well. He would be touring the building soon and would discuss the transition to the new facility and transportation. He indicated that there had been discussion about whether a non-profit group would be willing to take over the existing Boys and Girls Club building so that it would not have to be shut down.

Education Committee (Henderson)

Mr. Henderson advised members that the State Human Relations Commission (SHRC) was planning a series of films to be shown State-wide on various topics of interest to residents of Delaware. As part of this initiative, a film entitled "Cracking the Codes," would be shown on December 8, 2015 from 5:00 pm to 8:00 p.m. at the Dover Public Library. Mr. Henderson stated that members of the DHRC were invited to attend.

Ms. Denise Devine, Assistant City Clerk, advised members that library staff were working with the State Human Relations Commission (SHRC) on this project.

Ms. Smith questioned if there was a place for the DHRC to be a part of this panel or process. She felt that the DHRC should be represented and endorse this program as part of its education goals and that it would be a good chance for the DHRC to partner, serve on the panel, promote, or sponsor the event. Ms. Smith indicated that she had been in communication with the SHRC about partnering on projects and this might be an opportunity to forge that relationship, as well as build their relationship with the community. Responding, Mr. Henderson stated that he would follow up and let members know if a there was a need for a related meeting before the event.

Ms. Smith moved to approach and have conversation with the SHRC around what role the DHRC could can play in sponsoring, being a part of, or promoting the event. The motion failed for lack of a second.

Ms. Smith questioned if the event was being sponsored by the SHRC and hosted by the Dover Public Library and suggested that Mr. Henderson reach out to either Ms. Romona Fullman, Director of the Division of Human Relations, or Mr. Calvin Christopher, Chair of the SHRC.

Mrs. Sadusky suggested that members brainstorm to identify those people or organizations in the community that members would want to ensure receive a personal invitation or letter, such as schools and principals. Mr. Henderson suggested contacting ministerial associations. Ms. Griffith mentioned the Delaware Commission for Women. Ms. Smith suggested the Interdenominational Ministerial Alliance, the Capital School District Superintendent, various fraternity groups, and social work departments of local colleges as possibilities. Mr. Henderson stated that he would first find out what the distribution had been as well as the locations of all the events being offered. He indicated that he would contact the SHRC on October 28, 2015.

Mr. Henderson advised members that he was registered to attend a symposium at Arsht Hall, 2700 Pennsylvania Avenue, Wilmington on October 28, 2015 from 6:30 to 8:00 p.m. Dr. Andrew Sandoval-Strausz would be speaking on American and Hispanic culture and Mr. Henderson offered to bring information back.

TED Talk Meeting with Dan Young

Mr. Henderson stated that he had spoken to Dr. Dan Young, curator for TEDx at Wilmington University, who indicated that he would have information related to holding a TED talk event in Dover by the end of the week.

Meeting with Capital School District Superintendent Dr. Dan Shelton

Mr. Henderson advised members that he and Ms. Smith had met with Dr. Dan Shelton, the new Superintendent of the Capital School District. He indicated that Dr. Shelton is a very candid, approachable man who wants to work with the DHRC and with children from elementary school through high school to help them achieve positive results as graduates, and future shareholders in the City. He was also very much interested in students obtaining jobs and staying in the community.

Mr. Henderson stated that Dr. Shelton indicated that 60% of Dover High School students are African American and 30% Caucasian. He had also advised that the school had a tremendous rate of students who apply for college. Dr. Shelton had come from a much larger school district in Wilmington but liked Dover and his focus was to become a part of the community and make the community a positive one. Mr. Henderson felt that Dr. Shelton was committed to keeping kids engaged and competitive and that the DHRC should hold further discussions with him, noting that Dr. Shelton wants to stay engaged with the DHRC and discuss how he and the DHRC can help each other.

Ms. Smith stated that Dr. Shelton was very enthusiastic and positive and had a lot of good statistical data. She expressed concern regarding the positive statistics for the number of students applying for college versus a statement that had been made by the Chief of Police that many young people cannot be hired because they have a police record by age 13. Ms. Smith indicated that there was a gap somewhere and questioned how it could be filled. She stated that she had asked Dr. Shelton what was being done for elementary school students, who tend to do okay, to prepare them for middle school, where they often get into trouble. His response was that the District works on the students' mind set and offers a training program in this regard. He indicated that Mr. Malik Muhammad had been brought on board with the District and was involved in this program.

Ms. Smith had advised Dr. Shelton that there may not currently be a solution; however, something must be tried. She had indicated that there was a commitment to engage students around their educational experience, but felt there also needed to be a commitment to engage parents around their child's educational experience. Dr. Shelton had explained that the Capital School District provides Scholastic Aptitude Tests (SATs) for free, as well as online training. He had expressed his opinion that the digital divide was not that large anymore because kids have telephones; however, Ms. Smith shared with him that her parents were high school drop outs, so they did not know about SATs. Even though the training exists, it may not mean anything for certain classes or groups of people.

Mr. Henderson suggested that the Community Engagement Committee could let kids and parents know that SAT preparation is available and free.

Ms. Griffith advised members that she has children who were attending or had graduated from Dover High School and she concurred with Dr. Shelton that a lot of information was provided by the school; however, she felt that parents also need to be involved. Ms. Griffith indicated that Comcast has a program whereby students who qualify for free lunches can have a low-cost computer, stating her belief that the cost was approximately $100, and this was advertised on television. Ms. Griffith felt that the school was doing a good job of communicating; however, she noted that not many parents attended parents' night at Dover High School.

Ms. Smith stated that a part of the DHRC's role is to fill the gap and to assist the community in decreasing crime, increasing employment, and creating hope for the City. Ms. Smith stated that her role in the meeting with the Superintendent was to challenge and question him and to bring to life this piece of hopelessness. She questioned what could be done to reach those students who fall through the cracks and do not have parental involvement.

Ms. Griffith advised members that she had talked to Secretary Collins at the Department of Technology about bringing in young people for a week or so on an unpaid basis, perhaps give them lunch, and have them learn about technology. She felt there should be more community involvement, noting that she encourages others to mentor young men at the high school who have no one to look up to and nothing to look forward to. Ms. Griffith indicated that she had grown up homeless, attending seven (7) or eight (8) different schools, and stated that young people needed positive people in their lives. She indicated that, in June, she participated in the Code Purple program, staying overnight at a homeless shelter, and found there were homeless young people there who were not in school.

Ms. Smith stated that members could continue to brainstorm ideas to close the gap between parental involvement and disengagement, which she felt was the key.

Mrs. Sadusky asked if members knew what was happening with the former Dover High School gym and whether it would be torn down. Responding, Mr. Roach stated his belief that everything would be torn down. He indicated that the athletic fields were still intact. Mr. Roach stated his belief that these fields were all that would be kept by the District and offered to look into it.

Ms. Devine stated her belief that during the Parks, Recreation, and Community Enhancement Committee meeting of October 12, 2015, Councilman Lewis had asked about this and City staff was going to contact the District to find out specifically who was using the fields and the tracks. She indicate her belief that all of the buildings had been torn down at this point. Ms. Devine stated that she thought that continued use of the buildings on the old site was not permitted as part of the arrangements for building the new Dover High School.

Mrs. Sadusky felt it was too bad that they had to tear down a perfectly good gym that could have been used by youth in the community. Mr. Roach stated his belief that this was needed to finance the new Dover High School and that the Capital School District would find a way to make some money from the former property.

Communications Committee
Ms. Smith reminded members that former Commissioner Stewart had served on the Communications Committee and that the Committee had nothing to report at this time.

Election of Committee Chairs

Government Policy, Programs, and Practices Committee
Ms. Devine advised members that Mr. McGiffin had indicated that he was interested in serving as Chair of the Government Policy, Programs, and Practices (GPPP) Committee unless someone else was interested.

Ms. Smith asked if anyone else would like to serve as Chair of the GPPP Committee, and no members responded.

Ms. Smith moved to nominate Mr. McGiffin to serve as Chair of the Government Policy, Programs, and Practices (GPPP) Committee. The motion was seconded by Ms. Griffith and unanimously carried.

Communications Committee
Ms. Smith advised members that the Communications Committee was responsible for putting together a strategic plan on how to communicate the things that the DHRC was doing and requested a volunteer to serve as chair.

Mr. Roach indicated that no members were currently serving on this committee and Ms. Griffith volunteered to serve as Chair.

Mrs. Sadusky moved to nominate Ms. Griffith to serve as Chair of the Communications Committee, seconded by Mr. Roach and unanimously carried.

Ms. Devine advised members that the DHRC now had a webpage on the City of Dover website that included the DHRC 2015-2018 Strategic Plan. She offered to make sure that Ms. Griffith received the Strategic Plan, noting that it contained information about the Communications Committee.

Ms. Smith stated the need to make sure that people know that Ms. Griffith and Ms. Bogle have been appointed to the Commission and that this be conveyed to the newspaper, along with photos, and that photos and short bios be provided to the City Clerk's Office. She noted that the bio should answer the question of why members were serving on the DHRC.

Ms. Smith asked if any other members would like to serve with Commissioner Griffith. She noted that members would support Ms. Griffith if she needed help.

Ms. Devine stated that any correspondence should be sent through the City Clerk's Office, who could ensure that all members receive it. She explained that this would avoid a serial meeting or violations of the Freedom of Information Act (FOIA).

Old Business

City of Dover Police Department Ride Along Program and Citizen's Police Academy
Mrs. Sadusky stated that she and another individual had scheduled an evening to participate in the Police Department Ride Along Program on a Saturday night but were sent home because there was a fight, and they were told that it was not a good time to participate. She had not called to reschedule but planned to do so.

Mrs. Sadusky stated that she had asked about the Citizen's Police Academy and Sergeant Glenn Virdin indicated that the Academy had not been set up at this time.

Mrs. Sadusky stated that she was serving on the Education Committee.

Mr. Roach stated that Ms. Smith and Mr. Henderson were serving on the Education Committee, Mr. McGiffin on the GPPP Committee, and himself and Ms. Hicks on the Community Engagement Committee. Ms. Devine advised members that correspondence was received earlier in the day indicating that Ms. Hicks had resigned from the DHRC.

Update - Four-Day Basic Mediation Training Conducted by the University of Delaware Institute for Public Administration - School of Public Policy and Administration
Ms. Smith advised members that she attended the four (4) day mediation training and received a certificate. She indicated that she would provide an informational session to share what she had learned and felt that this training would be valuable for other members who wish to experience it. She felt that this was a skill set that is learned by doing. Ms. Smith stated her belief that the training would be offered again in the Spring.

Responding to Mr. Henderson, Ms. Smith stated that she felt the training was worthwhile. She indicated that the approach was very deliberate and intentional, and that the mediation process involves active listening and helping people to come up with their own conclusions, which is different from her experience as a results-oriented coach. Ms. Smith explained that in mediation training, the process belongs to the parties involved, who may or not agree, and the mediator just listens and is removed from results. She noted that the investment that the City made in her would not be in vain and that she would be volunteering with the Delaware Criminal Justice Council and sit in on three (3) sessions before she can actually do a mediation.

DHRC Vacancies
Ms. Smith reminded members that there were two (2) vacancies on the Commission. She welcomed Ms. Griffith and thanked her for joining the DHRC, noting that her appointment was confirmed by Council on October 26, 2015. Ms. Smith stated that Ms. Griffith had filled the First District seat vacated by Mr. Cecil Wilson. She advised members that Ms. Diane Bogle would be taking the seat vacated by Mr. Eugene Ruane in the Second District.

At Ms. Smith's request, Ms. Griffith introduced herself and advised members that she came to Dover as a result of her military service and was originally from Charlotte. She indicated that she had been with the State of Delaware for over 16 years and for approximately four-and-one-half years had been employed as a Senior Legislative Analyst at Legislative Hall. Prior to that, she worked at the

Delaware Department of Transportation as a Legislative Projects Manager. Ms. Griffith stated that she was serving on the Delaware Commission for Women, the Delaware Professional Regulation Board, and the Wesley College Alumni Board of Directors. She stated that she had been married for 22 years and has two (2) children.

Ms. Smith reminded members that there were vacancies in the Third and Fourth Districts for seats vacated by Ms. Courtney Stewart and Ms. Jane Hicks, respectively. She stated that they could make recommendations for the appointment of new members; however, appointments would ultimately be up to Council. Ms. Smith advised members that Mr. Fred Neil and Mr. Scott Cole were the Council representatives for the Third District and Mr. David Anderson and Mr. Roy Sudler represented the Fourth Council District. She suggested that members appeal to them if they had any recommendations.

Follow Up - Meet and Greet with Council President Timothy Slavin

Ms. Smith questioned members regarding their perceptions and opinions regarding the meet and greet session with Council President Tim Slavin during the DHRC meeting of September 29, 2015.

Mr. Henderson stated that Mr. Slavin had charged the DHRC with helping Council to have better eyes and ears. He had offered a series of challenges in terms of things going on in the City and how the Commission could better help Council by finding out information and funneling it to back to them. Mr. Henderson felt that Mr. Slavin would listen and also follow through.

Mr. Roach expressed his opinion that his taking the time to come and speak to the DHRC reflected that Mr. Slavin was invested in what the Commission is charged to do. Mr. Roach, who represents the Fourth District, indicated that he also tries to communicate with Mr. Sudler and Mr. Anderson, the Fourth District Council Representatives.

Ms. Smith reminded members that Mr. Slavin had expressed his hope that young people carrying guns would not be the new normal and that the City and Commission would do what it takes to ensure that future generations would not believe this was the norm. He had stated that the charge to the DHRC would be to offer hope, compassion, understanding, and engagement.

Mrs. Sadusky advised members that she volunteers in the Alternatives to Violence Program in the prisons and questioned if this program could be offered to teens in the community, noting that those men who go through the program find it very helpful. She offered to find out if the program could be brought to the middle school or high school in the summer. Mrs. Sadusky stated her belief that it was a six (6) weekend program.

Ms. Smith felt that this was a great idea and suggested that Mrs. Sadusky also coordinate a time and date for someone to come in and explain the program to the DHRC so they can make a better decision.

Ms. Smith expressed her opinion that the DHRC needed to know where they would make an impact and what they would be known for. She noted that several projects had been discussed, such as the Alternatives to Violence Program, the diversity study, and the TED talk. Ms. Smith questioned what the DHRC would be known for, noting that they could support other organizations, but she felt it

important to create a brand, since this is the way that "buzz" is created, which creates a following. She questioned what one (1) thing they would focus on, work hard on, and be known for. For example, she stated that if the focus would be on supporting the police and dealing with related issues, there should be a strategic plan to do this.

New Business

Reach One, Teach One Challenge (Roach)

Mr. Roach stated that he would like to work on issuing a personal challenge to City of Dover employees to "Reach one, Teach One." He explained that there are mentoring programs in the Capital School District and City of Dover and suggested that everyone take the time to reach out to one (1) child. He mentioned the need to reach kids in the 13-to-18-year-old age group. Mr. Roach suggested that employees would be challenged to go to one (1) of the schools and volunteer, perhaps by taking 30 minutes at lunch to show a child that the employee cares about him or her. He stated the possibility of also reaching out to other organizations so that there would be a pool of mentors for any child in the Capital School District who needs a mentor.

Ms. Devine stated that she mentors at South Dover Elementary School, as does Ms. Traci McDowell, City Clerk, and that the City Manager had previously put out an invitation for employees to mentor and would probably be willing to do this again. She indicated that there is a need for mentors, especially for students above the elementary school level, and there is currently a waiting list with over 80 children at William Henry Middle School; therefore, the need was great.

Mr. Roach stated that, in terms of accountability, it would be desired for everyone to do this, noting that children need someone to look up to since their role models are those who are selling drugs and shooting guns.

Mr. Henderson stated that he had been involved in the Read-Aloud Program and that there are many children who are not exposed to books. He advised members that this is an opportunity to touch lives, noting that the children involved want to learn, read, and be more educated. Mr. Henderson indicated that the program is sponsored by the Corporate Kids Learning Center near the Blue Hen Mall, and the headquarters is located at Treadway Towers. He explained that volunteers must be certified, and this certification is retained once achieved. He stated that preschoolers aged three (3), four (4), and five (5) are in the program.

Mr. Roach stated that it would not matter in which program mentors serve; however, he noted that the DHRC was trying to build a relationship with the Capital School District and felt that the District's mentoring program would be a good bridge for this relationship.

Ms. Smith questioned what this effort would look like in terms of engaging people. Responding, Mr. Roach stated that it could be as simple as drafting an email to City Council. Council could then make an announcement about the challenge and the DHRC could ask to have a draft read at a Council meeting and dispersed to the different departments. Mr. Roach suggested that volunteers could be asked to send pictures of their mentees, noting that a waiver may be needed. He stated that the results would be tangible and measurable and Dr. Dan Shelton, Superintendent, Capital School

District, could track the participants from the Reach One, Teach One Challenge. The challenge would continue to be pushed to new employees and those who did not have the time to participate the first time around.

Ms. Smith questioned what the legal implications were in terms of parental permission or other issues with respect to working with underage kids. Responding, Mr. Roach stated that the Capital School District has a standard volunteer packet and manages the liability issues.

Ms. Devine advised members that a company called "Connecting Generations" receives applications for the Capital School District and does background checks. Four (4) hours of free training are provided at various locations after the background check is passed, and this training is available online. Ms. Devine stated that this organization could track how many people from the City of Dover sign up, noting that if a large enough group of employees signs up, Connecting Generations may come to the City and conduct the training. She noted that volunteers can indicate the organization that they are from, as well as the grade level and school where they would like to mentor. Ms. Devine advised members that if the DHRC was interested in the mentoring project, they would made a recommendation to Council, which would be included in the DHRC meeting minutes. Council would consider the recommendation and, if they approve it, members could move forward, possibly working with the City Manager to get word out about the challenge.

Mr. Roach moved to recommend that Council consider having a "Reach One, Teach One Challenge" for the City of Dover, seconded by Mr. Henderson and unanimously carried.

City Police and National Association for the Advancement of Colored People (NAACP) Community Outreach Event of October 8, 2015

Ms. Smith stated that she had attended the Community Outreach event, which she indicated was incredible, noting that there was music, basketball, football, and dancing and pizza, soda, and chicken wings were served. She applauded the organizers, noting that the Police Department did an amazing job, taking money out of their budget for the event and setting up tables. The NAACP was responsible for bringing in people. Ms. Smith stated that the event was like a huge block party. She mentioned that Councilmen Anderson and Sudler had attended.

Ms. Smith noted that there was a member of the public present who wished to comment.

Mr. Roach moved to allow Ms. Joyce Wilson to comment, seconded by Mr. Henderson and unanimously carried.

Ms. Joyce Wilson, 500 Persimmon Tree Lane, stated that she came to the DHRC meeting to listen and see how things were going, noting that she found it interesting and was sure she would come back. She thanked members for allowing her to sit in. Ms. Wilson indicated that she works at the Early College High School and expressed her belief that discipline was needed for ninth and tenth graders and she was interested in seeing how some of the DHRC programs go, especially with regard

to the police. Ms. Wilson advised members that she would like to see something like a "Scared Straight" program. She stated that the Early College High School was a good program that allows students to graduate from high school with an Associate's Degree.

Mr. Roach moved for adjournment, seconded by Mr. Henderson and unanimously carried.

Meeting adjourned at 7:04 p.m.

S. Renee Smith
Chairwoman

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