DOVER HUMAN RELATIONS COMMISSION

The Dover Human Relations Commission (DHRC) meeting was held on August 25, 2015 at 5:15 p.m. with Chairwoman Smith presiding. Members present were Mr. Henderson (departed at 7:14 p.m. and returned at 7:15 p.m.), Mr. McGiffin (departed at 6:38 p.m.), Mr. Roach (arrived at 5:31 p.m.), Mrs. Sadusky (departed at 7:12 p.m.), and Ms. Stewart. Ms. Hicks was absent.

AGENDA ADDITIONS/DELETIONS

Ms. Smith requested that the agenda be amended to consider Item #3A, Presentation by Dr. Dan Young - TED X Dover, as the first agenda item.

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

Community Development Opportunities

Presentation by Dr. Dan Young - TEDx Dover

Chairwoman Smith reminded members that during the DHRC meeting of July 28, 2015, she advised members that she had received an invitation from Dr. Dan Young, curator for TEDx at Wilmington University, to present at Wilmington's October TEDx Conference. Members discussed the possibility of a partnership between the DHRC and Dr. Young in bringing a TED talk event to Dover and Ms. Smith had indicated that she would invite Dr. Young to the next DHRC meeting to provide additional information about TED talks.

Ms. Smith advised members that Dr. Young is a professor in Wilmington University's doctorate program and some of his work had included trying to increase diversity among non-profit boards. She explained that Dr. Young had instructed at Temple University, West Chester University, and the University of Delaware and served on the board of the local American Civil Liberties Union (ACLU).

Dr. Young stated that TED was an acronym for "Technology, Entertainment, and Design," and TED talks had started as a non-profit in the 1970s and gained popularity in the last five (5) years. He explained that it allowed for people in local communities to share innovative ideas, initially in local churches, street corners, or libraries. After approximately 20 years, when YouTube began, TED talks were posted online and speakers obtained a much larger platform.

Dr. Young stated that he was a former financial advisor who went back to school and got a Ph.D. from Temple University. While teaching as an adjunct at the University of Delaware, he became worried about the basic disconnect between professors and students in research institutions. He explained that the TED program allows academics to show how people in different fields are using the theories that they research and get students to start thinking creatively.

Dr. Young stated that Wilmington University had held two (2), six (6) hour TEDx events with approximately seven (7) live speakers and four (4) to five (5) films that TED had previously curated. He advised members that he was also serving as a technical advisor to TED Seaford, which was scheduled for January 2016, and TED Dover. Dr. Young stated that there was a desire to make sure that there would be synergy between the events in all three (3) counties. He noted that every TED event in the State of Delaware was run by a man of color and they talked to each other about things that were not being represented in other TED talks so that Delaware could be at the forefront.

Dr. Young expressed the desire to make sure that any event in Dover would tap into the psyche of the community and open the lines of communication regarding specific issues in the City or Kent County. He advised members that he was not looking for labor but for ideas to bring to Delaware State University and the University of Delaware and ask them to vet TED speakers. Dr. Young also indicated that he would like to give members latitude to propose speakers for vetting. Interested speakers would provide a two (2) to three (3) minute video indicating what they would like to speak about, which would allow a determination of whether they have personality and are passionate. He wanted to make sure that what was put on stage would be representative of the community and that it would be a product that the citizens of Dover would be proud of.

In response to Ms. Denise Tolliver, 109 Garden Gate Road, Camden, regarding when the event in Dover would be held, Dr. Young stated that a license for the event was recently received and the program must be put on within one (1) year of the license, noting that a three (3) month extension could be requested. The date and location had not been set. Dr. Young expressed the desire to get opinions about the best places to hold the event, noting that he would love to get ideas that are "out of the box". He stated that most TED talks occur in school auditoriums; however, if there was an area that represented opportunities or struggles in the City of Dover and had audio-visual capability, he would be open to this.

Responding to Mr. Henderson's request for clarification on TED talks, Dr. Young stated that individual TED talks tend to be approximately 10 to 18 minutes in length, with an 18-minute maximum. Speakers talk about things that are innovative, creative, and relatively personal. He indicated that most TED talks differ from lectures because they have some element that causes the audience to think about an issue from a new and different perspective. If it is done well, the audience response is very visible and can be felt. Dr. Young noted that this would be a great opportunity to identify latent talent in the State of Delaware in terms of speakers and leaders. He indicated that he was passionate about this project because he felt it was the most effective way to inspire large numbers of people.

Responding to Ms. Smith about the DHRC's potential role in the project, Dr. Young stated that the DHRC was the first group that he had approached in Dover, and he wanted them to have as much ownership as they would like, from possibly recommending speakers or sponsors, having a hand in running an event, or vetting speakers. He stated that after leaving today, he would like permission to e-mail members to find out what they think and in what ways they might be able to help.

Responding to Mr. McGiffin as to whether an email would be sent individually to members, Dr. Young stated that he could send a LISTSERV or forward an email through Ms. Smith to keep members informed and to get ideas about speakers, locations, or sponsoring organizations to contact. He also offered to provide the timeline and the framework of how the TED talk would work so that members would know the milestones on the event planning calendar. Dr. Young explained that there are two (2) types of TED talks: 1) TED talks that are sponsored by the TED organization and are held in places like Brazil, China, and Japan, with attendance of 15,000 to 20,000 people, and 2) TEDx talks, which are local events.

In response to Ms. Smith regarding the number of typical attendees, Dr. Young stated that TED parameters dictate that minor events can have a maximum of 100 attendees. He noted that at TEDx Wilmington University there were 100 student attendees and perhaps 70 volunteers. The maximum budget was $10,000. Donations and sponsors would be actively solicited from local businesses and individuals. Dr. Young indicated that he would probably ask a marketing company to put together the TEDx Dover sign, noting that there is always a sign that includes a giant TEDx inside the name of the City.

In response to Ms. Smith, Dr. Young stated that the number of speakers varies per event, noting that the program could be one (1) to three (3) hours in length or a half day, and a half-day event would include approximately seven (7) speakers and four (4) videos. He explained that TEDx Wilmington held full day events with upwards of 20 speakers. Dr. Young felt that a shorter event would be easier for Dover; however, if the City of Dover could integrate the concept with another event, they might like to hold a full day event.

Mr. Henderson suggested the Schwartz Theater for the Arts as a venue.

Mr. McGiffin suggested the brand new, soon to open, Inner City Cultural League as a possible venue, noting that this could bring those who otherwise might not come to this facility, which had the potential to have a large impact on the community. Mr. Henderson noted that Solid Rock Baptist Church had also opened a similar community center.

In response to Mrs. Sadusky as to whether ideas for topics were being sought, Dr. Young advised members that possible topics were submitted when the application for a license was submitted to TED. Some of the issues discussed were police, changes in legislature and governance, gambling and Dover Downs, and economic development, as well as looking at things that Dover does pertaining to the Firefly Music Festival and Dover International Speedway. Dr. Young indicated that he would love to have some topics that would resonate specifically with the citizens of Dover.

Mr. Henderson noted that Dover was losing its talented pool of young people who leave when they come of age or graduate because they are looking for jobs and opportunities and feel there is no hope in Dover. He felt that perhaps TED could address this through talks on self-esteem and entrepreneurship.

Dr. Young felt that this concept of flight from Delaware resonated throughout the State and suggested that Delaware's counties could focus on their similarities rather than differences to work together. He noted that different areas in Delaware have their own stereotypes and questioned how to battle the stereotypes and get people to see them as opportunities.

Dr. Young stated that he would send Ms. Smith an email with a timeline of the things that go into the event.

Ms. Smith questioned how marketing the work of the DHRC would play into the event in terms of partnership, partial sponsorship, working in an advisory capacity, etc. Responding, Dr. Young stated that the DHRC could determine what they want to get out of it and incorporate marketing, noting that this could be as simple as putting the DHRC on all the marketing materials or having a table at the event with information about the Commission.

Ms. Smith stated that members would talk among themselves and follow up with Dr. Young.

Mr. Henderson expressed his opinion that the event sounded great, that he was in favor of being involved, and that he would like to be part of making it happen.

Mr. McGiffin felt that this was an opportunity that the DHRC could capitalize on. In terms of ideas for topics that would be relevant to the DHRC's mission and still fit the criteria of a TEDx talk, he felt that the topic suggested by Mr. Henderson in regard to flight from Delaware had great potential. Noting that he had recently learned how uninformed constituents in Dover were about how their government runs, including the role of the Mayor and Council, Mr. McGiffin felt this topic was also very important and would be useful. He reminded members that a recent election for a Kent County office was decided by one (1) vote, although 38,000 votes were cast, and suggested that if people appreciated how much of a difference they can make by voting and knowing who their Council representatives are and how to reach out to them, this might bring people together around common issues.

Mrs. Sadusky felt that the TED program was a great opportunity and exactly what the DHRC needed to do. She felt that conflict resolution and the government suggestion were good ideas for topics.

Mr. Henderson moved to recommend that the DHRC collaborate on the TEDx Dover project. The motion was seconded by Mr. McGiffin.

Ms. Tolliver expressed her opinion that, in the context of human relations, some of the topics mentioned by Dr. Young could also be viewed as threats, for example, police brutality and gambling. She asked that members think in terms of positive rather than negative exposure and controlling the message, noting that the Firefly Music Festival was an example of a positive topic.

Ms. Smith concurred, stating that it would be important to know how a topic like police brutality would be presented and if both sides would be shown. She felt it important to be clear about the event's agenda and what the DHRC's name is connected to. Ms. Smith stated the importance of understanding how much influence the DHRC would have in the relationship with TED and that this must be delicately negotiated during the initial conversation, and she offered to be part of this.

Mr. McGiffin felt that it would be fine to collaborate but not decide to sponsor or become more involved without taking additional action. He noted that it would not be desired to be tied to something unsavory or divisive. Mr. McGiffin indicated that members would not want to be involved with anything inconsistent with their function, but this could not be known without collaborating, and Mr. Roach concurred.

Mr. Henderson expressed his hope that sponsorship would not mean censorship.

Ms. Smith stated that she had seen many TED talks, but none that were so controversial as to incite violence. She explained that they are typically personal stories that get people thinking about the impact that others have on their growth, development, and experience.

The motion to recommend that the DHRC collaborate on the TEDx Dover organization was unanimously carried.

Ms. Smith stated that she would forward the information when received from Dr. Young and questioned which members were interested in being involved. Mr. Henderson, Mrs. Sadusky, and Ms. Stewart stated their interest and Mr. McGiffin indicated that he would provide some ideas for topics.

DHRC Committee Updates

Government Policy, Programs, and Practices Committee

Mr. McGiffin, member of the Government Policy, Programs, and Practices (GPPP) Committee, stated that members of the Committee met with Police Chief Paul Bernat and Deputy Chief Marvin Mailey to advise them that the DHRC was available to help them and to find out how the Commission could help. Mr. McGiffin informed them that the GPPP was trying to determine the City's status in terms of diversity in recruiting, employment, and service to the community and they discussed how the Police Department addresses diversity issues in these areas. He stated that the Police Department is required to perform minority recruiting and makes extensive efforts in the minority community, including outreach to schools and to Delaware State University. Mr. McGiffin informed members that the Police Department utilizes their cadet program as a recruitment tool, has been cited in their accreditation reports for their positive efforts with respect to recruiting, and is trying to improve. He indicated that the Police Department has relationships with local fraternities and sororities, does outreach to the community in concert with those organizations, and is conscious of their responsibility to reach out to the community in an educational way. Mr. McGiffin cited the Department's participation in a national Night Out Program during the first part of August which allowed the community to see police officers in non-threatening situations and provided demonstrations of equipment, K-9s, etc. He noted that the Police Department was also working on a Police Athletic League program and is involved in a lot of youth outreach and social media activities.

Mr. McGiffin indicated that he informed the Police Department that the DHRC intended to develop a survey for employees and the Chief and Deputy Chief welcomed this, noting that some things that would be relevant to police may not be relevant to other City departments. He stated that he would think about designing questions for particular departments rather than one (1) standard survey. Mr. McGiffin advised members that he would need some help on this and may ask one (1) of the new members to work with him.

Ms. Smith questioned if any members present wanted to join Mr. McGiffin on the GPPP Committee or if anyone would be able to help work on the survey, stating that this was the core of the DHRC's work in understanding what the community is thinking and feeling. She felt that the development of the survey could be completed within a meeting or two (2).

Mr. McGiffin stated that the raw material for the survey, which was previously provided by former Commissioner Eugene Ruane, needed to be culled into perhaps 20 questions to be used in a 10-minute survey that respondents could complete using SurveyMonkey. Mr. Roach stated that he would be willing to assist Mr. McGiffin.

Mr. Roach questioned the process regarding new members joining the DHRC and expressed his feeling that new members should be included in this matter since it related to the core of the DHRC's mission. He noted that new members may have things that they would like to see on the survey. Mr. Roach stated that he did not want to delay the survey and thought that current members could begin working on it; however, he suggested not implementing the survey until new members were present.

Mr. McGiffin concurred with Mr. Roach and noted that it would take a while to finalize the survey.

Community Engagement Committee (Roach)

Mr. Roach advised members that Councilman Roy Sudler had organized a walk-through of the Lincoln Park neighborhood and Councilman David Anderson, Representative Sean Lynn, City Manager Scott Koenig, and some of the police cadets had participated. A flyer was also sent to the community requesting their participation. Mr. Roach indicated that the community was asked to air their concerns regarding the neighborhood and there was a good turnout. He felt that this was a good effort and showed the community that the City cared.

Ms. Smith stated that she had heard about this event and asked members to forward information regarding these types of events to the City to be forwarded to the DHRC when they are received, noting that it is important for all members of the DHRC to be part of these initiatives.

Education Committee (Henderson)

Chairman Henderson informed members that the Interdenominational Ministerial Alliance (IMA) and the National Association for the Advancement of Colored People (NAACP) were holding meetings to allow former and current State of Delaware employees who had experienced racial discrimination to share their stories. Mr. Henderson indicated that, as a member of the IMA, he had been invited to sit on a committee to hear complaints; however, he was hesitant because of a potential conflict of interest with his service on the DHRC. He wanted all DHRC members to be aware of these meetings, noting that one (1) such meeting was currently in progress in Smyrna, having been scheduled from 5:30 p.m. to 8:30 p.m. Mr. Henderson indicated that he was thinking of attending the meeting scheduled for August 27, 2015 at the Harvest House at Whatcoat United Methodist Church to observe. He stated that a final meeting was scheduled in Harrington at St. Paul's A.M.E. Church, from 5:30 to 8:30 p.m. Mr. Henderson stated that the NAACP would be there as well as the IMA Action Committee, which he believed was based in Wilmington.

Communications Committee

No report was provided by the Communications Committee.

Approval for Commissioners to Attend Four-Day Basic Mediation Training Conducted by the University of Delaware Institute for Public Administration - School of Public Policy and Administration

During the DHRC meeting of July 28, 2015, members discussed a Four-Day Basic Mediation Training session offered by the University of Delaware Institute for Public Administration (IPA) - School of Public Policy and Administration and scheduled for October 2015. Ms. Smith and

Mr. Henderson expressed interest in attending. The Commission deferred scheduling members for the training so that Mrs. Traci McDowell, City Clerk, could contact the IPA about the possibility of offering this training in Dover.

During the DHRC meeting of August 25, 2015, Ms. Smith advised members that the training would not be offered in Dover in the near future. In addition, since the July meeting, Mrs. Sadusky had indicated that she would also like to attend the training. Ms. Smith stated that members must consider how many and which Commissioners should attend. She indicated that the cost of the training was $725 per attendee and the DHRC's FY 16 budget was $2,000. Ms. Smith stated that members should consider what the return on the investment would be and what the Commission could expect of those who accept the opportunity to go.

Mr. McGiffin noted that the cost of three (3) attendees would exceed the $2,000 budget. Responding, Ms. Smith stated that the City Clerk's Office staff had spoken to Mr. Scott Koenig, City Manager, who was willing to approve the additional $125 needed. Ms. Smith reminded members that any further DHRC expenditures would have to be approved by the City Manager since the Commission had no additional funds budgeted.

Mr. Roach noted that the DHRC may have future expenditures, citing the TED talk. He suggested that one (1) person be a delegate to the training, get the information, and train the other Commissioners, which would maintain a budget for other projects or other types of training. Mr. Roach felt that members should have some idea of what they planned to spend funds on before spending the entire budget on training, and Mr. McGiffin concurred.

In response to Ms. Smith regarding the DHRC's FY 16 budget, Ms. Denise Devine, Assistant City Clerk, explained that $2,000 was budgeted and amounts above that must be requested from the City Manager, who would look at the entire City budget to see if there were savings that could go toward the additional expenses.

Mrs. Sadusky agreed that sending one (1) person might be a good approach.

Responding to Ms. Smith regarding the current status of registration and payment, Mrs. McDowell stated that Ms. Smith and Mr. Henderson were previously registered and payment had been made. Based on Mrs. Sadusky's expression of interest in attending, she was registered earlier in the day but payment had not been made pending the Commission's recommendation. Mrs. McDowell advised members that there was plenty of time to obtain a refund for any cancellations.

Ms. Smith felt that if a person is sent and becomes certified, that person must be available as a mediator if needed. She indicated that she would love to attend; however, she may not always be immediately accessible or available to serve as a mediator and felt it was important that there be another DHRC mediator who would be available.

Mr. Roach felt that the need for mediation would not be spontaneous and could be scheduled with the individual who was trained.

Mr. McGiffin was unsure that the DHRC members would be the mediators; however, he felt that an understanding of what a mediator could do, when a mediator is appropriate, and who in the community could possibly mediate would be a valuable skill set, and this would be the value of the training.

Mr. Roach stated that if the DHRC would not be professional mediators, there was no need to spend $800 to go to mediation training and be certified. He noted that enrichment training was less expensive than mediation training and suggested that perhaps a local resident who works in mediation may be able to provide the knowledge base needed. Mr. Roach questioned why the funds would be paid to provide certification that will not be used. He indicated that he would agree with sending one (1) person to the training but did not believe that three (3) people should be sent.

Ms. Stewart stated that perhaps one (1) individual could attend and report back to the group, and this item could be put in next year's budget. She suggested that this type of training might be obtained in the City of Dover and Dover managers could be brought in. Ms. Stewart expressed her opinion that University of Delaware does a phenomenal job with training and that the cost was reasonable compared to what might be charged by another non-profit entity doing this type of training.

Mrs. McDowell noted that this training would also be offered in the spring, so members could choose to wait until then and see what the other options would be.

Mr. Roach noted that the DHRC was just now developing the survey to obtain information about the overall feeling of the community and working on the TED talk project and may not be able to utilize the training until spring.

Mrs. Sadusky stated that she liked the idea of bringing one (1) person in to train all members and perhaps this could be covered in a workshop.

In response to Ms. Smith, Ms. Devine stated that the deadline for cancelling registrations would be 15 days prior to October 6, 2015, which would be September 15, 2015.

Ms. Smith suggested that a member be tasked with researching if there was someone else available to provide mediation training. Mr. Roach suggested that all members commit to researching this.

Ms. Stewart questioned if mediation training or conflict resolution training was desired, noting that the State of Delaware offers inexpensive training. She suggested reaching out to a State of Delaware trainer in conflict resolution, noting that this would not be nearly as in depth as the training being considered. Ms. Stewart reiterated the value of the four (4) day training session because a lot of in-depth information would be provided, and it was her feeling that similar training could not be found that was more affordable.

Mrs. McDowell stated that the IPA had indicated that the training would ideally be provided at their site since the training set-up is room specific. They allow 12 attendees and like to have a diverse group. Mrs. McDowell stated that the IPA could not offer training in Dover until Spring 2016 and the cost would be $650 per person and an additional $1,000 for the trainer.

Ms. Smith noted that the cost would be over $5,000 for attendees plus an additional $1,000 for the trainer.

Mr. Roach indicated that he would like to send one (1) person to the IPA mediation training and table looking for another training provider until the spring. He noted that budgeted funds were available and should be spent.

Ms. Tolliver suggested that an alternate attendee also be selected.

Ms. Smith moved to recommend that she attend mediation training, with Commissioner Henderson being the alternate. The motion was seconded by Ms. Stewart and unanimously carried.

Ms. Tolliver noted that there is a $75 substitution fee. Responding, Ms. Devine stated that there would be no fee if the substitution was made less than 15 days in advance of the training.

Community Development Opportunities

Meeting with Capital School District Superintendent Dr. Dan Shelton
Chairwoman Smith advised members that a glitch prevented her and Commissioner Henderson from meeting with Dr. Dan Shelton, Capital School District Superintendent. In response to Mr. Roach, Ms. Smith stated that they were trying to reschedule this meeting.

Update on Commissioners' Tasks

Submission of Bios and Photos and Status of Website
Members reviewed the DHRC webpage on the City of Dover website, including member profiles with photos, contact information, and bios. Ms. Denise Devine, Assistant City Clerk, noted that members' badge photos were used for those who did not provide photos and that the information could be updated as members provide additional input. The DHRC 2015-2018 Strategic Plan was also included on the page.

Ms. Smith expressed her wish that members share in their bios the reasons why they decided to serve on the Commission in order to personalize, humanize, and connect them with the audience and asked that this be added.

Submission of Suggested Names and Bios for Commission Vacancies (First and Second Council Districts) and In-House Retreat
In response to Mr. McGiffin regarding the process for appointing new members, Ms. Devine stated that suggestions for members would be sent to the Council President and would then go forward to Council for consideration.

Ms. Smith stated that she had received one (1) name for the First District vacancy on the DHRC and one (1) for the Second District. She indicated that she would not move forward immediately and planned to call and meet with these individuals, noting the importance of having the skill sets at the table that would allow the Commission to move forward.

Ms. Smith stated that an in-house retreat would help members understand the skill sets and passions of DHRC members and how they wished to use them. She indicated that she wanted to speak to prospective members to find out what their strengths were, noting that a bio does not do that, although the bios she read were those of powerful people who would add value. Ms. Smith stated that if members felt the need to move forward and submit the bios to the Council President, she would do this; however, she felt that the planned in-house retreat would provide a clear understanding of what the DHRC has, how it can be used, and who could be brought to the table to add value.

Mr. Henderson questioned who the prospective members were, noting that members may have different impressions of the individuals.

Ms. Smith felt that prospective members should be invited to attend a DHRC meeting so that they would know what the Commission does, how it is done, and what they are committing to. She felt it important to have members who are engaged and passionate.

Mrs. Traci McDowell, City Clerk, reminded members that when selecting members for the First District or Second District, the respective City Council representatives and Council President must also concur. She suggested not waiting too long since the Council President could be contacted by someone expressing interest at any time and the item might then be placed on the City Council agenda.

Ms. Smith stated her desire to schedule an in-house retreat next month rather than a meeting and expressed the need to regroup to find out who members are and how to move the DHRC's agenda forward.

Mr. Roach felt that if there were people who were willing to volunteer for the Commission they should not have to prove themselves, since the current members did not have to do this. He noted that only two (2) applications had been received, one (1) for the First District and one (1) in the Second, and did not feel the screening process was necessary or that there was any point in delaying. Mr. Roach noted that if an in-house retreat were held before the appointments were made, it would not be possible to get to know the new members at the retreat. He felt there was a need to move forward and suggested that the in-house retreat could be a welcoming event for new members.

Ms. Smith questioned why there were only two (2) applications and whether the community's diversity was represented on the Commission, noting that there were two (2) white women, two (2) black women, one (1) white male, and two (2) black males. She asked if members had done the work to make sure that the DHRC was diverse and represented the community, noting that their role is to be diverse, get along, and respect people of different backgrounds. Ms. Smith questioned how the DHRC could reach out and bring others in to be part of the process, such as the Hispanic and the gay/lesbian communities.

Ms. Stewart stated the challenge of finding people from the districts from which representatives were being sought and also had time to serve. She indicated that she had recommended someone for the Commission that she thought would be great.

Mr. Roach stated his belief that the spirit of the DHRC's role was to be understanding and accepting of different cultures; however, it would be difficult to cover all categories of people on the Commission. He felt that the Commission should be appreciative of people that volunteer and want to be part of the DHRC, although he stated he would love to have diversity. Although the Commission may not have every culture or race represented, he believed that members could respect and understand what they were supposed to do for those different cultures.

Ms. Smith questioned if members wanted to move forward with the two (2) applications that had been submitted rather than looking for more diversity.

Ms. Stewart stated that she wanted to move forward with the recommendations since members were asked at a previous meeting to find candidates and this had occurred, and there was one (1) recommendation from each of the districts that had vacancies. She noted that the appointments had to go through the Council approval process and that other interested candidates could continue to apply.

Mr. Roach moved to recommend acceptance of the two (2) volunteers to fill the vacancies in the First and Second Districts, seconded by Ms. Stewart and carried by a vote of three (3) yes (Henderson, Roach, and Stewart) and one (1) no (Smith).

Ms. Smith indicated that she would like to see more diversity.

City of Dover Police Department Ride Along Program, Citizens Police Academy, and Survey
Members were provided information regarding the City of Dover Police Department's Ride Along Program and the Citizen's Police Academy ***(Attachment #1)***, and Ms. Smith expressed appreciation to Mrs. Sadusky for researching these programs.

State Human Relations Commission Meeting of August 13, 2015
Ms. Smith asked if members had attended the State Human Relations Commission meeting on August 13, 2015 and no members present had attended.

Dissemination of Information
No information was provided regarding this item.

Acknowledgment and Good-Bye to Commissioner Eugene Ruane
Ms. Smith noted that members had previously discussed acknowledging the service of former Commissioner Eugene Ruane prior to his move to California; however, no decision was made on how this was to be done.

Ms. Devine stated that Council recognizes outgoing members; however, she had contacted Mr. Ruane and determined that, although he appreciated the thought, he did not wish to attend a Council meeting to be recognized for his service since he was busy making preparations for his move. A Certificate of Recognition was mailed to Mr. Ruane.

Noting Mr. Ruane's significant contribution to the Commission, Mr. Roach suggested that at least a card be sent to Mr. Ruane.

Mrs. McDowell stated that members had previously mentioned the possibility of a goodbye video, noting that such a video could be posted on the DHRC's webpage if desired.

Mr. Roach suggested that a group video be taken at the next meeting for this purpose.

Ms. Smith indicated that a card and goodbye video would be prepared at the next meeting.

City and Community Concerns - Downtown Properties and Violations

Ms. Smith advised members that the City was working to revitalize the downtown Dover area and asking residents to bring their properties up to code. She indicated that of the approximately 390 properties in the area, a little less than 10% were owned by the same individual and there was a question as to whether that individual was getting the same treatment as others. Ms. Smith stated that she did not know the answer; however, there were resources to direct people to in reference to these issues, including: 1) Mrs. Ann Marie Townshend, Director of Planning and Community Development; 2) resolution conflict within the City; and 3) the State Human Relations Commission (SHRC), if a party felt that they were being discriminated against. Ms. Smith questioned what the DHRC could do in terms of a fourth step and asked if it would support the goals of the City to have a DHRC forum and invite the National Council on Life and Labor Research (NCALL), as well as City staff, to talk about available resources. Ms. Smith stated that the City could also explain the program and discuss if everyone was being treated fairly.

Mrs. Traci McDowell, City Clerk, stated that NCALL had attended the City's department head meeting earlier in the day and was in partnership with the City's Planning Department for the Downtown Development District (DDD). She felt it was an excellent idea for NCALL to attend a DHRC meeting to discuss the DDD. She noted that Mrs. Townshend was scheduled to give a presentation on the dangerous building process at the Safety Advisory and Transportation Committee meeting scheduled for September 14, 2015 at 4:00 p.m. in the Council Chambers. Mrs. McDowell advised members that this was an open meeting and it might be beneficial for members to come and learn about the process.

Ms. Smith felt that social media should be the next frontier for the DHRC, stating that there was no current means of getting information out to engage people and let them know what is going on. Responding, Mrs. McDowell advised members that the City of Dover has a Facebook page and indicated that if she is sent information she can post it.

With respect to the Education Committee, Ms. Smith stated that members had discussed the possibility of offering four (4) training sessions in a year and questioned if a session regarding the grants and resources available to help with downtown properties would be of interest.

Mr. Roach stated that the City of Dover made a great effort to communicate with the downtown area, especially with regard to the DDD, noting that there had been many meetings, including information sessions about tapping into grant money. He stated that this had been discussed at City Council meetings as well.

Mrs. McDowell stated that, in addition, the City of Dover Planning Department attended a meeting with the State of Delaware on August 17, 2015 to talk about grants available and program changes.

Ms. Devine noted that a presentation had been provided regarding the DDD incentives during the DHRC meeting of March 10, 2015.

Ms. Smith indicated that this educational project could be accomplished by dedicating a meeting to letting people know what the resources are.

Mr. Roach stated that the next couple of meetings were already set, noting the planned in-house retreat, as well as the development of the survey that would be discussed at the next two (2) meetings. He felt it important to concentrate on getting the survey done since the goal was to see where the City is. In his opinion, there were enough entities in the City focused on the DDD issue.

As a citizen, Ms. Tolliver stated that a human relations commission deals with housing and discrimination issues and remedies for citizens who feel they are being targeted or treated unfairly. She felt it important to let the public know that the DHRC exists and is partnering with the SHRC, so they have an avenue to have their concerns addressed.

Mr. Roach felt that this would relate to getting the Commission's name out through social media.

In response to Mr. Roach regarding suggestions on getting the Commission's name out, Ms. Tolliver suggested utilizing the 211 Helpline. She felt that people should know the processes, for example, whether to give information directly to the SHRC or talk to someone from the DHRC first. Ms. Tolliver felt that citizens needed to know that they are not standing alone. Responding to Ms. Smith, Mrs. Tolliver indicated that the general public needs to know; for example, that employment discrimination complaints go to the Department of Labor but housing concerns are a human relations commission issue. Mrs. McDowell clarified that housing is not a DHRC issue.

Ms. Devine stated that the State handles some of these concerns and the Department of Housing and Urban Development also responds to some complaints, such as those regarding the Delaware State Housing Authority or Dover Housing Authority. Mrs. McDowell noted that this would apply to Section 8 housing as well.

Ms. Devine explained that the SHRC would handle such concerns and if such a complaint came to the City, it would be referred to the SHRC. Ms. Smith stated that people would not be turned away but directed to the SHRC.

Ms. Tolliver stated that the DHRC has a governance piece but also provides services to the community in specific areas, such as public accommodations, housing, etc. and felt the public needed to know they were here, available, and could address those concerns. Ms. Smith reiterated Ms. Tolliver's idea that one (1) way to make people aware would be the 211 Helpline and that this could be put on a future agenda.

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

Meeting adjourned at 7:50 p.m.

S. Renee Smith
Chair

SRS/TM/js/dd
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Attachments
Attachment #1 - Information Regarding the City of Dover Police Department's Ride-A-Long Program and the Citizen's Police Academy

Dover Police Department's Ride-A-Long Program and Citizen's Police Academy

To schedule your Ride-A-Long date or to learn more about the upcoming Citizen's Police Academy contact Sgt. Glenn Virdin at 736-7116 or email glenn.virdin@cj.state.de.us