DOVER HUMAN RELATIONS COMMISSION
AGENDA

FEBRUARY 10, 2015 - 5:15 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 - DHRC DIVERSITY DEFINITION, ROLE OF THE COMMISSION, AND ROLE OF INDIVIDUAL COMMISSIONERS (MCGIFFIN)**

2. **REVIEW OF 2014 DHRC ANNUAL REPORT TO CITY COUNCIL**

3. **DHRC COMMITTEE UPDATES/MEETING DATES/AGENDA FOR 2015**
   - A. **GOVERNMENT POLICY, PROGRAMS, AND PRACTICES COMMITTEE** *(RUANE)*
   - B. **COMMUNITY ENGAGEMENT COMMITTEE** *(ROACH)*
   - C. **EDUCATION COMMITTEE** *(HENDERSON)*
   - D. **COMMUNICATIONS COMMITTEE** *(SMITH)*

4. **SCHEDULING OF 2015 MEETING DATES**

5. **COMMISSION MEMBERS' ANNOUNCEMENTS**

6. **ADJOURNMENT**

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THE AGENDA ITEMS AS LISTED MAY NOT BE CONSIDERED IN SEQUENCE. THIS AGENDA IS SUBJECT TO CHANGE TO INCLUDE THE ADDITION OR THE DELETION OF ITEMS, INCLUDING EXECUTIVE SESSIONS.

MEMO

TO: Dover Human Relations Commission
FROM: Commissioner James G. McGiffin, Jr.
DATE: December 17, 2014
RE: Definition of Diversity

At the October 28, 2014 meeting of the Dover Human Relations Commission, the Chair directed the Government Policies, Programs and Practices subcommittee to draft a definition of the term "diversity," and to propose language describing the role of the Commission and the role of individual commissioners. This memo offers suggestions in those regards.

Definition of Diversity

The Strategic Plan adopted by the Dover HRC (and by City Council) makes reference to the work of Howard J. Ross and his promotion of a broad definition of the term "diversity" beyond the legal definitions of protected classes and toward a inclusive operation characterized by cultural competency. Attached to the Strategic Plan as Exhibit 1 is the definition of diversity employed by the City University of New York.

Here are a few other examples of diversity definitions:

*University of Oregon

The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies. It is the exploration of these differences in a safe, positive, and nurturing environment. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.

*University of Maryland

Diversity is "otherness," or those human qualities that are different from our own and outside the groups to which we belong, yet are present in other individuals and groups.

*Santa Fe Office of Diversity

Diversity is understanding and respecting differences, acknowledging similarities, broadening our horizons, embracing and enhancing cultural literacy.

Role of the Commission

The ordinance that empowers the Dover HRC describes our "purpose" as helping the City meet these needs:

(1) Fairness, respect. Promote and develop an environment of fairness and respect among its citizens;
(2) Monitoring. Develop ways to measure and monitor community relations, particularly those that are sources of intergroup conflict;
(3) Intergroup relations. Involve all segments of the community in understanding and appreciating the benefits of positive intergroup relations;
(4) Issues. Offer a range of programs and services that will help its residents and neighborhoods prevent and resolve issues of human relations; and
(5) Intergroup conflict. Develop ways of anticipating, preparing for, and relieving community tensions arising from intergroup conflict.

The ordinance further describes as our powers and duties the following:

The powers and duties of the human relations commission shall be to:

(1) Recommendations. Review city programs, activities, functions and ordinances, and make recommendations to the city council for new, amended or changed programs, functions, activities or ordinances which would support inclusiveness and civility among city residents and enhance communication and understanding among residents of the city;
(2) Intergroup conflicts. Inquire into incidents of intergroup conflicts and disputes within the city and take such action as may be designed to alleviate such conflicts and disputes;
(3) Intergroup cooperation. Promote and encourage communications between and cooperation of all groups interested in bettering human relations in the city;
(4) Complaints. Seek the active assistance of the state human relations commission in the solution of complaints of alleged discrimination which fall within the jurisdiction of the state commission;
(5) Research, education, etc. Engage in such research, education and advocacy as, in the judgment of the commission or the city council, may be needed to improve human relations in the city;
(6) Programs. Develop and maintain programs that build positive relations among communities and enhance problem-solving skills among residents throughout the city;
(7) Other functions. Do all other acts and deeds necessary and proper to carry out and effectively accomplish the objectives, functions and services contemplated by the provisions of this article.

Read together these ordinances require the Dover HRC to educate itself on the variety and specifics of issues that arise in human, community and intergroup relations and devise recommendations to promote communication and positive relations.

As a practical matter, this means that the Dover HRC quickly should become as knowledgeable as possible about the issues and potential issues in Dover and act, or be prepared to act, by advising Council, the Mayor and the City Manager on solutions.

Role of individual commissioners

The ordinances do not describe the role of the individual commissioner. These authorizing laws do not allow for any individual authority or responsibility for a member of the Dover HRC. Implicit in the law is the obligation of Dover HRC members to act in a way that furthers the purpose of the Commission.

To fulfill this obligation, each commissioner has an obligation to educate himself or herself on the issues particular to Dover and on the universe of solutions available. Each commissioner should be available to dover residents and to Dover's leaders in the diverse communities that make up our city, in order to bring issues and solutions to the attention of the Dover HRC.

Dover Human Relations Commission

2014 Annual Report

These are the highlights of the DHRC meetings and workshops.

To obtain more information on the highlights, please refer to agendas, minutes or packets of the DHRC, which are available on the City of Dover website, www.cityofodver.com, and may be accessed at the following link: http://www.cityofdover.com/index.cfm?fuseaction=content.eventCalendar&view=text&typeID=909&sortOrder=DESC.

Dover Human Relations Commissioners

District 1

Cecil C. Wilson- Chairman

S. Renee Smith

District 2

Gene Ruane

Theodore Henderson

District 3

Jim McGiffin- Vice Chairman

Courtney Stewart

District 4

Jane Hicks

Kenneth Roach

At-Large

Lynne Sadusky

Dover Human Relations Committees

Government Policy, Programs, and Practices

Gene Ruane – Chair

Theodore Henderson

Jim McGiffin

Community Engagement

Kenneth Roach- Chair

Jane Hicks

Education

Theodore Henderson-Chair

Lynn Sadusky

Communications

S. Renee Smith- Chair

Courtney Stewart

ORGANIZATIONAL MEETING - March 25, 2014

* Introduction of New Members

* Election of Commission Chair

* Overview of Commission Purpose

* Rescission of By-Laws

DHRC SPECIAL MEETING - May 13, 2014

***** Presentation by Police Chief Bernat

* Scheduling of DHRC Workshop

* Discussion- City Council and DHRC District Orientation Meetings

* Discussion- Member ID Cards

* Update by Chairman Wilson-City Manager Dept. Head Meeting 4/29

DHRC WORKSHOP- July 8, 2014

* Development of DHRC 2014-2017 Strategic Plan

* Discussion-DHRC Organizational Structure

DHRC MEETING- July 22, 2014

* Presentation- Dover Public Library Created Equal Project (Margie Cyr and Michelle Hughes)

* Development of DHRC 2014-2017 Strategic Plan

* Discussion- DHRC Organizational Structure

DHRC SPECIAL WORKSHOP- September 23, 2014

* Presentation- Dover Public Library Changing America Exhibit Steering Committee Volunteers (Michelle Hughes)

* Presentation- Re-Entry Opportunity Program (Ken Abraham)

* Discussion- DHRC Authority and Complaint Process (City Solicitor Nicholas Rodriquez and Commissioner Gail Launay-Tarlecki, State of Delaware Human Relations Commission)

* Formulation of Complaint Process and Form

* Review of Draft DHRC 2015-2018 Strategic Plan (Commissioner Ruane)

DHRC MEETING- October 28, 2014

***** DHRC Committee Meeting Reports

A. Government Policy, Programs, and Practices Committee (RUANE)

B. Community Engagement Committee (ROACH)

C. Education Committee (HENDERSON)

D. Communication Committee (SMITH)

* Updates

A. Diversity, Respect & Harassment Awareness Training for City of Dover Employees

B. State of Delaware Human Relations Commission Liaison

* Review of Re-Entry Opportunity Program Letter to City Council

* Recommendation of DHRC Liaisons to Dover Public Library

* Discussion-DHRC 2015-2018 Strategic Plan. (RUANE)

For a complete copy of this plan, go to: http://api11.team-logic.com/downloadPubNewsFile.cfm?i=198&t=909&f=211783&file=2.

INSERT ACTION ITEM EXCERPT FROM THE DRAFT MINUTES OF THE DHRC MEETING OCT.28, 2014

Government Policy, Program, and Practices Committee

CONCLUSION

The DHRC is constantly evolving and will move forward with the 2015-2018 Strategic Plan to serve the Council and the citizens of Dover.

The DHRC Commissioners (District 1, 2, 3, 4 and At-Large) seek a working relationship with all District Councilmembers, city employees, and with community organizations and the citizens of Dover.

Cecil C. Wilson, DHRC Chairman

District 1 Commissioner