DOVER HUMAN RELATIONS COMMISSION

The Dover Human Relations Commission (DHRC) meeting was held on October 28, 2014 at 5:15 p.m. with Chairman Wilson presiding. Members present were Mr. Henderson, Ms. Hicks (arrived at 5:18 p.m.), Mr. McGiffin, Mr. Ruane, Mr. Roach (arrived at 5:18 p.m.), Mrs. Sadusky (arrived at 5:18 p.m.), Ms. Smith, and Ms. Stewart.

AGENDA ADDITIONS/DELETIONS

Mr. Wilson requested the removal of Item 2B - Updates, State of Delaware Human Relations Commission Liaison and Item 4 - Recommendation of DHRC Liaisons to Dover Public Library.

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

DHRC Committee Meeting Reports

Mr. Wilson requested Ms. Smith to begin with her overview of the Communications Committee report, noting that she had another commitment.

By unanimous consent, members considered DHRC Committee Meeting Reports in reverse order.

Communications Committee

Ms. Smith, Chair, reviewed the Communications Committee Meeting report, dated Thursday, October 13, 2014. She informed members that she and Ms. Stewart had examined the DHRC page on the City's website and felt that improvements were needed to catch users' attention. She advised members that in considering how to clearly communicate the missions, message, and value of the DHRC, the Committee encountered conflicts in the message of the City of Dover DHRC Strategic Plan 2015-2018. This led to questions regarding whether the DHRC would handle complaints and whether it would focus on City workers only. If the DHRC would serve constituencies beyond City workers, Ms. Smith stated that the Committee was uncertain of the identities of these constituencies and what the DHRC's message to them would be. She indicated that the Committee felt these questions needed to be answered before a branding plan could be developed. Ms. Smith shared suggestions for additions to the DHRC portion of the website, including a message from the Chair and a link to allow users to sign up (include name and email address) for blasts, events, newsletters, and links to partnering organizations when these relationships are created in the future. She stated that other communication ideas included an electronic newsletter similar to the Dover Public Library's newsletter, a letter of invitation to potential DHRC partnership organizations, press releases to the media, and submission of opinions to newspapers by commissioners (after providing them to the DHRC for their review and approval).

Responding to Ms. Smith, Mr. Wilson confirmed that members of the press receive notifications of DHRC meetings.

Ms. Smith shared the Committee's ideas for suggested first steps for the Communications Committee, including following up on the Diversity, Respect and Harassment Awareness training recently organized for City of Dover employees by the City's Human Resources Department, determining if there were human rights and diversity issues in the City of Dover government, surveying the community regarding their perception of the DHRC, and providing a forum for City

employees in order to determine their views on needs. Ms. Smith stated that the Communications Committee was unsure if some of these suggestions would overlap with the responsibilities of other committees.

Mr. Wilson thanked Ms. Smith and Ms. Stewart for their efforts. He stated that there would be a meeting of all committee chairs to ensure that they were all on the same page, on target, and that their functions would mesh with the Strategic Plan and assured members that their questions would be answered.

Mr. Ruane complimented Ms. Smith on the Committee's report. He questioned if Objective D.1 of the Strategic Plan, relating to providing an update on the Commission's activities, progress, and accomplishments to the Dover City Council, had been examined and Ms. Smith confirmed that this would be part of the Committee's responsibility and would work synergistically with the newsletter, since information delivered to City Council would also be delivered to the public.

Mr. Ruane noted that the DHRC enabling legislation required a quarterly report to Council and the Strategic Plan assigned this task to the Communications Committee, although the report would come from the Chair.

Mr. Ruane stated that there would be overlap between committees, for example, in regard to the City's recent employee diversity training, as this would be one of the subjects of an assessment and evaluation by the Government Policy, Programs, and Practices Committee. In regard to Objective C.1, "Define when a diversity, inclusion and or a human relations issue exists and specify the types of these issues that will be accepted by the Commission; and, identify and implement a process for receiving and responding to such issues by taking action to correct or improve the situation," Mr. Ruane noted that it remained an objective of the Commission as a whole to deal with that challenge. It was his understanding that this would not be handled in the form of a complaint document.

Mr. Wilson stated that this point could be raised by the Government Policy, Programs, and Practices Committee. He expressed the need to coordinate all committees and requested those committees presenting verbal reports to provide them in print so that the information would be specifically included in the record.

Education Committee Report

Members were provided the Education Committee Report, entitled, "City of Dover Human Relations Commission Strategic Plan" ***(Attachment #1)***. Mr. Henderson, Chair, reviewed the report, stating that he and Mrs. Sadusky addressed Objective B.4, in regard to the external education process for the public, and Objective D.3, relating to an internal education process and program for City Council, the City administration, and the members of the DHRC. Mr. Henderson indicated that one of the best ways to educate people is through communication about the various issues that cause division. The Education Committee suggested that forums, workshop, and annual observances should be initiated to communication. In regard to forums, Mr. Henderson noted that some events were already in place and the DHRC could take advantage of this. He stated that workshops could provide both external and internal education and could be similar to the City's recent Diversity,

Respect and Harassment Awareness training. He indicated that, due to the large number of issues pertaining to cultural diversity, this could be an ongoing process. He explained that such training could be led by experts in the community, noting that some members of the DHRC, including Ms. Smith and Mr. Wilson, had experience in this area. Referring to annual observances, Mr. Henderson suggested that the DHRC honor various and diverse groups by inviting representatives to participate in annual observances, which could be held both internally and externally.

Mr. Henderson indicated that differences can be overcome through the education process and that showing how much people have in common would bridge gaps. He stressed that it would be key for education to be an ongoing process and suggested looking at resources available in the local community.

Mr. Wilson noted that the Education Committee report tied in very strongly with the Communication Committee and that it would be necessary for all members to work together on all the initiatives being developed.

Mr. Ruane concurred that the information being presented by the various committees was dovetailing. He noted that the Government Policy, Programs, and Practices Committee had struggled with the objective concerning conflict resolution and had deferred discussing it due to their feeling that they were not educated enough to move forward at this time. He hoped that the Education Committee would address and identify a resource to educate the Committee on this topic. Mr. Ruane stated that he did not have some of the knowledge or skills needed to meet some of the objectives in the Strategic Plan and DHRC statutes, such as conflict resolution, how to conduct a workshop, etc., and suggested members jot down those objectives where training was needed. He noted that it would also be important to ask Council if opportunities should be provided to educate City Council on topical areas. Mr. Ruane suggested that Council be invited to DHRC sessions and felt it important to keep Council in the learning curve.

Mr. Wilson acknowledged the need for training for members of the DHRC but expressed his opinion that most workshops should be open to the public since there were others in need of education, for example, individuals who want to obtain jobs but do not know how to apply or present themselves in a correct manner.

Mrs. Sadusky reminded members that, during the Commission meeting held on September 23, 2014, Mr. Ken Abraham, Dover Interfaith Mission for Housing (DIMH), reviewed a presentation on the DIMH Re-Entry Opportunity Program. Referring to Mr. Wilson's comment regarding the importance of assistance for those seeking jobs, Mrs. Sadusky questioned if Mr. Wilson intended that the DHRC become involved in these types of programs. Responding, Mr. Wilson stated that some individuals need to understand how to access not only jobs but Social Security, Veterans Administration services, transportation, etc. He suggested, if workshops were held, that the DHRC think beyond its own members and City Council and consider the general public. He felt that the public should be informed when workshops were available since they could also learn through their attendance.

Ms. Smith suggested that the DHRC partner with other organizations in regard to these workshops. The DHRC's name could be included so that the public would understand the branding and message of the Commission. A part of the value that the DHRC would bring to the community would be to help all people have access to this type of training.

Mr. McGiffin stated that the DHRC, because of its affiliation with the City, would be able to attract attention to training that its partners may not be able to.

Mr. Wilson reminded members that, during the DHRC meeting held on September 23, 2014, Ms. Michelle Hughes, Head of Adult Services, Dover Public Library, provided information regarding the Dover Public Library Changing America Exhibit to be held from January 7 - February 20, 2015 and invited members to serve on a steering committee to develop public programs around the exhibit. Mr. Wilson expressed his opinion that the DHRC may have "dropped the ball" in partnering with the Dover Public Library on this exhibit and stated his hope that this would not happen again in terms of not following through on volunteer opportunities. He felt that when the DHRC commits to a partnership, it would be important to ensure that there are objectives, criteria, and strategies to do so.

Responding to Ms. Smith as to whether partnering with the library was a lost opportunity, Mr. Wilson stated that it was not.

Community Engagement Committee

Mr. Roach, Chair, advised members of the need for the community to understand who the DHRC is and what the Commission does. In his experience, people in the community typically want to know "who you are and what can you do for me," and this must be determined in order for the community to "buy in" and bridge the gap. He noted that there was no one present at the current DHRC meeting from the community and expressed his opinion that it was an individual and collective responsibility of the Commission members to bring people to listen and give input, rather than assuming what is needed. Mr. Roach felt that the DHRC could not offer anything until it is known what is and is not needed and that determining community needs is the first priority. He advised members that he had spoken with Mr. Darryl Tingle, Executive Director, Greater Dover Boys and Girls Club, about the upcoming closing of the Boys and Girls Club in Mr. Roach's community and the process of closing the facility had been slowed down. Mr. Roach explained that he did this as a member of the community who saw a need for kids, rather than as a DHRC commissioner; however, he felt that commissioners should identify to their communities that commissioners have resources available outside those of a typical person in the community. In regard to resource linkage, Mr. Roach stated that it was hard to speak to someone about employment when their basic needs for food and shelter were not being met. He felt it important to find out which churches have relevant programs, where there are soup kitchens, etc., and that this information be made accessible, other than through the newspaper and internet, which may not be available to many. Mr. Roach suggested that commissioners hold individual forums, possibly in churches, basements, local Boys and Girls Clubs, etc., where they could sit down with people in their community to gain information.

In terms of getting the DHRC's message out, Mr. Roach suggested the use of social media, including a DHRC webpage with biographies for each commissioner which would allow the community to know them. Information on other important topics could also be provided to the community, such as informing residents about the importance of registering to vote.

Ms. Hicks stressed the necessity of commissioners being visible and speaking to the community, noting that there are many low-income housing developments in the City. She stressed that commissioners must "plant a seed," make themselves known, and prove that they are involved. Ms. Hicks stated that it should be known that the DHRC is here to make an effort to bring change, which starts with each community, indicating that this must be accomplished gradually through effective communication. She encouraged the use of technology and cell phone messaging.

Responding to Ms. Smith regarding how the DHRC would use text messaging, Mr. Roach clarified that the intent would be to use text messaging to communicate with leaders of community organizations, such as the principal of Dover High School, to ask them to announce DHRC events. The goal would be to engage the community, build relationships, and then educate.

Government Policy, Programs, and Practices Committee

Mr. Ruane, Chair, stated that the Government Policy, Programs, and Practices Committee met on October 9th and again on October 16th with Mr. Wilson present. The Committee focused on Objective A.1, "Work to ensure that the City of Dover has and utilizes policies, programs, ordinances, organizational practices, specialized resources and appropriately trained employees to support diversity, inclusiveness and cultural competency in its organization and services," but members felt that some parts of Objectives A.2, related to building on the DHRC's partnership with the Dover Police Department, and C.3, in regard to reviewing City ordinances, could also be partly addressed during an assessment that was planned by the Committee in regard to Objective A.1. He reiterated that the Committee did not address Objective C.4, regarding intergroup and community conflict; however, they recognized that it needed to be addressed.

Mr. Ruane reviewed the Preliminary Draft Work Plan for Completing Long-Term Objective A.1 of the Strategic Plan 2015-2018, dated October 16, 2014, noting that the subject of the work plan was to assess the City of Dover government, structure, organization, employees, and officials. He explained that the Committee recommended, when looking at the internal diversity and inclusiveness of the City of Dover, that the City be asked from the top down what was being done to promote such inclusion and to combat social exclusion in the community. This would go beyond looking at the City in terms of recruitment and diversity of its employee base to asking whether there is adequate programming to address things like homelessness, unemployment, etc., that exclude people from the mainstream. Mr. Ruane stated that the Committee's major emphasis would be on the City structure and the City as an organization and those who would be evaluated would be advised. The Committee planned to meet with the Mayor, City Council, and City Manager to explain the objectives and obtain their agreement for the leadership in the City government to work with the Committee as it does the assessment.

Mr. Ruane explained that an excerpt from *Reinventing Diversity: transforming organizational community to strengthen people, purpose, and performance,* by Howard J. Ross, would be used to develop an assessment of the City, noting that Chapter 12, "Creating Cultures that Work" provided a series of questions which the Committee felt could easily be adapted for the DHRC's purposes. Mr. Ruane encouraged members to review Chapter 12, noting that the author had performed these types of surveys with organizations throughout the country. He cautioned members that the assessment was a very large task and there was a question as to whether resources were available to accomplish it. Mr. Ruane indicated that it would be necessary to ask City leadership if the DHRC had the option to use outside resources, such as academic resources, etc. He stated that a timetable for the assessment would have to be determined in relation to the objectives of other committees.

Mr. Wilson expressed the desire to put something in print that would put a halt to the questions "who are we, what are we doing, and how will we do it" in relation to the DHRC. He requested that the Government Policy, Programs, and Practices Committee develop a firm definition of diversity and, taking into consideration all of the information that had previously been provided by the Commissioners, define the role and responsibilities of the commission and commissioners, if possible before December 1st.

Responding, Mr. Ruane stated that some of this had been accomplished, noting that a definition of diversity was included in the Strategic Plan. If someone asked a DHRC member what they are promoting and what diversity means, it was Mr. Ruane's hope that the answer would be drawn from the material in the Strategic Plan that the DHRC had accepted and adopted.

In response to Mr. McGiffin Mr. Wilson confirmed that it was his desire to have a single document with a small, easily digestible description of what the DHRC means by diversity, the role of the Commission, and the role of individual commissioners.

Referring to the recommendations in regard to the DHRC Authority and Complaint Process/Formulation of Complaint Process and Form provided by Mr. Nicholas Rodriguez, City Solicitor, during the September 23, 2014 DHRC meeting, Mr. Henderson stated that he had a better understanding of what he could not do as a commissioner, as communicated by the City Solicitor, than what he could, noting that he would continue to work on this. He stated that the DHRC Strategic Plan was "brilliant" but complicated.

Mr. Wilson suggested that each Committee develop one (1) project, perhaps for the months of January and February, to test their ability to work together and solidify the responsibilities of the chair and committee. He felt that this could be tested through an activity, event, or workshop. He noted that the Strategic Plan was complicated, but if each committee looked at what they, as well as the other committees, were being charged with, the Commission could move forward.

Mr. Ruane expressed frustration with the struggle that members were expressing as a result of the information provided by the City Solicitor. He stated his opinion that the complaint issue was "behind us" and his hope that this would be perceived as an open rather than a closed door. He stated that the DHRC had opportunities to influence policy, programs, and behavior. He emphasized that the DHRC members were not case workers and he wished to promote their ability to influence City government, which would create opportunities.

Mr. Wilson stated that he did not wish to belittle the needs of community members in need of assistance, suggesting that the DHRC could have references in print, or resource people available for those who communicate needs. He indicated frustration that the DHRC would not be receiving complaint forms but felt that members should think beyond the box of what the City Solicitor had said. He stressed the importance of moving forward with the Strategic Plan and with new ideas to help all people within the community.

Mr. McGiffin explained that the City Solicitor was charged with encouraging the City to avoid risk. He advised members that the City Solicitor typically tells the City what it cannot do and rarely tells the City what it should do; this was the message that was conveyed. Mr. McGiffin stated that Mr. Rodriguez had indicated that using a complaint form would incur risk; therefore, in Mr. Rodriguez's opinion members of the DHRC could do what they wished, so long as they did not do what they were told not to do.

Ms. Smith stated that members appreciated the efforts of Mr. Ruane and the Government Policy, Programs, and Practices Committee. She understood Mr. Ruane's frustration and stated that she did not feel that the issue was as much about a complaint form as about clarity. She felt that some of the terminology being used was not clear in terms of how members were communicating what they were feeling and experiencing.

Mr. Wilson concurred that members wished to obtain clarity and reiterated his request that the Government Policy, Program, and Practices Committee perform their assignment as soon as possible.

Responding, Mr. McGiffin expressed confidence that he could accomplish this task.

Updates

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

Mr. Wilson requested members to provide their comments regarding the Diversity, Respect & Harassment Awareness Training recently provided to City of Dover employees to the City Clerk's Office by November 7, 2014 and asked the Clerk's Office to pass them to Mr. Ruane to be used by the Government Policies, Programs, and Practices Committee. He indicated that these comments should not be released to Council or the public until finalized.

Clarifying, Mr. Ruane asked members to put their thoughts regarding the training sessions in writing; however, he noted that this training would be only a small piece of what was hoped to be a larger diversity program and process in the City. The Committee wished to examine the City's whole recruitment process, and observations from the training session would be incorporated in the full report to be provided to the City.

Review of Re-entry Opportunity Program Letter to City Council

Mr. Wilson referred to the letter from Mrs. Kim Hawkins, Human Resources Director dated October 8, 2014 , regarding the Re-entry Program/Dover Interfaith Mission/Ken Abraham. He stated

that Mrs. Hawkins had clearly indicated that the City's recruitment process is a professional and legal process that is the responsibility of Mrs. Hawkins and the City. Mr. Wilson stated that the Commission had no voice in this matter.

Mr. Wilson reminded members that Item 2B - Updates, State of Delaware Human Relations Commission Liaison and Item 4 - Recommendation of DHRC Liaisons to Dover Public Library were removed from the agenda. However, Mr. Wilson advised members that, after much discussion in the Government Policy, Programs, and Practices Committee meeting, it was recommended that a DHRC liaison to the State of Delaware Human Relations Commission (SHRC) not be designated as this was deemed unnecessary. He stated that the DHRC would interact with the SHRC on an as-needed basis, as determined by the DHRC, and the SHRC realized this. These interactions would include, but not be limited to, providing information on DHRC events, programs, and workshops and seeking information that may benefit the DHRC mission and objectives as well as coordinating information needed for community support. Referring to the recommendation of DHRC Liaisons to Dover Public Library, Mr. Wilson stated that the Government, Practices, and Policies Committee recommended that no DHRC liaison be designated for the Dover Public Library. Mr. Wilson informed members that Commissioner Ruane serves on the Dover Public Library Foundation; however, he stressed the need for commissioners to be committed, as district representatives, to library assistance.

Discussion - DHRC 2015-2018 Strategic Plan

Mr. Ruane stated his feeling that the DHRC was off to a good start with Committee meetings and suggested that when a meeting is held with the committee chairs, efforts could be coordinated and the next steps for the committees could be formulated. He reminded members that there were objectives for the DHRC as a whole, including objectives about funding for the DHRC and how to develop additional resources for the Commission itself. Mr. Ruane felt that Strategic Plan Objectives C.1, C.2, D.4, and D.5 would present challenges for the Commission.

As Chair of the Government Policy, Programs, and Practices Committee, Mr. Ruane requested that another member be added to this Committee, noting that the Committee consisted of himself and Mr. McGiffin and he felt that there should be at least three (3) members.

Mr. Henderson offered to serve on this Committee.

Mr. Roach requested the input of all members in regard to the Community Engagement Committee.

Mr. Wilson thanked all committee chairs for their reports and stated that he would like to meet with the chairs before January. He requested that chairs email suggested dates for this purpose before November 22, 2014. Mr. Wilson stated that it was desired for chairs to provide information on what they are doing as a committee, and then open the discussion for everyone to be involved. He noted that all members were invited to attend the meetings with the chairs. He felt that one (1) or two (2) community events should be put on to let people know that the DHRC was present and active. Mr. Wilson reminded members that Rev. Dr. Martin Luther King, Jr. Day was coming up and questioned what would be done for these special days in 2015, and how the DHRC could be effective in that regard.

Ms. Smith suggested that the DHRC not only have a table but be on the platform for the Alpha Phi Alpha Rev. Dr. Martin Luther King, Jr. Prayer Breakfast, scheduled to be held at the Modern Maturity Center, and make its presence known in terms of saying and doing something that day in front of the community.

Mr. Roach suggested making an announcement regarding a community workshop at the event. Responding, Mr. Wilson stated that it would be up to Mr. Roach as the chair of the Community Engagement Committee how the DHRC would work with the Alpha Phi Alpha Fraternity at the Breakfast.

Mr. McGiffin indicated that he works with experts in the field of housing discrimination that are charged to do community outreach. He offered to make available a program on housing discrimination, if deemed appropriate. He stated that this would not involve a cost as long as there was a free location and a flexible time slot.

Mr. Roach suggested the possibility of providing information about the DHRC at the Prayer Breakfast and soliciting community input, which could include a brief community survey on diversity.

Mr. Wilson suggested that the particulars of Mr. Roach's recommendation be worked out before December so that information could go into the event program, noting that money would be needed to advertise in the program.

Commission Members' Announcements

Mr. McGiffin advised members that the State was investigating the facilities of the Family Court in Dover and Georgetown which, he stated, were woefully insufficient, and the Chief Justice had an initiative to actively consider consolidating these courts in a location that would straddle the county line, such as Milford. Family Court would be taken out of Dover, which Mr. McGiffin felt would be a great disservice to anyone who uses it, particularly the poorer segment of the community, and a huge mistake. He informed members that this change was not imminent and could take years, but he felt that members should be conscious of this and be prepared to do something if and when the time comes.

Mr. Ruane provided members with an article from The News Journal, entitled "Kent group to support families, friends of gays," dated October 20, 2014, and an information sheet regarding Parents and Friends of Lesbians and Gays (PFLAG) ***(Attachment #2)***. He explained that PFLAG was trying to establish a new chapter in Dover and met for the first time last week. Mr. Ruane attended the meeting and felt that the organization was off to a good start in formulating their goals and agenda. He advised members that there were existing groups in Rehoboth and Wilmington and a need for one (1) in Kent County for parents who are finding out for the first time that their child is gay or lesbian and struggling with how to continue to love their child. Mr. Ruane stated that this support group would meet again on November 18, 2014 and indicated that the Community Engagement Committee may wish to have outreach to this group, which could be helpful to someone in this situation.

Mr. Ruane provided members with an article from The News Journal, entitled "How Delaware's racial mix is changing," dated October 22, 2014, noting that this was part of a continuing series regarding changing demographics in Delaware counties, as well as a graphic depicting the diversity index for Kent County, Delaware, from the USA Today website (www.usa.today.com) ***(Attachment #3).*** Mr. Ruane felt that this information might be helpful to all members, particularly the Community Engagement Committee, in understanding the current status of diversity in the area. He advised members that The News Journal would follow up on November 2, 2014 with information regarding the impact of the demographics.

Ms. Smith advised members that she serves on the governor-supported Commission on Early Education and the Economy and felt that this Commission lacked adequate diversity. She questioned if members had knowledge of anyone with a Hispanic or Asian background who might be able to serve on this Commission since these populations were not represented. She indicated that those on the Commission were mainly CEOs of major corporations, banking institutions, etc., and that appointments were very selective. As a member of the Commission, Ms. Smith had worked with many major corporations and visited several early childhood education centers. She expressed her hope that the DHRC could talk about the significance of diversity, not only in terms of adults, but how children could be taught to embrace diversity.

Mr. Wilson expressed his hope that members would get a chance to visit some of the programs and institutions in their districts, such as the Dover Interfaith Mission for Housing, to examine the operations and needs in regard to diversity. He encouraged members to look at their districts in terms of community engagement and consider which entities they should visit that would go along with the Strategic Plan.

By unanimous consent, the meeting adjourned at 7:00 p.m.

Cecil C. Wilson
Chairman

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Attachments

Attachment #1 - Education Committee Report - City of Dover Human Relations Commission Strategic Plan
Attachment #2 - An article entitled "Kent group to support families, friends of gays," dated October 20, 2014, and a PFLAG Information Sheet
Attachment #3 - An article entitled "How Delaware's racial mix is changing," dated October 22, 2014, and a graphic depicting the diversity index for Kent County, DE

City of Dover Human Relations Commission Strategic Plan.

Our objective is to create and implement an external education process and program that better encourages an understanding of diversity, inclusion, human relations, issues, and conflict management. This would help foster a greater understanding of inclusion and fairness in the city. Ultimately, our goal provides the Dover City Council Administration and members of the Commission a better understanding of diversity, inclusion, and human relation issues; providing us with skills to effectively cultivate a greater understanding of inclusion and fairness in the city of Dover.

It is the opinion of the education committee of the Dover Human Relations Council that communication is vital towards eliminating barriers which divide various peoples. The following processes should be initiated to best encourage internal and external communication:

1. Forums: A moderated forum provides the opportunity for individuals of different backgrounds to have an open dialogue about community concerns, cultural diversity, and other relevant issues. (external education)

2. Workshops: Invite experts and community leaders to conduct educational sessions on conflict management and human relations. Resources could include professors from various universities, civil rights leaders, authors, politicians and religious leaders. Another valuable workshop resource could be a member of the Delaware State Human Relations Commission. (external education)

3. Annual Observances: In conjunction with annual observances honoring various and diverse groups (i.e. Women's History month, African American history month, Asian Pacific American month, Native American Heritage Month, National Hispanic Heritage month etc.) the commission could invite representatives to speak on the uniqueness and contribution each group, in their diversity have provided for the city of Dover and our country. United States. (internal education)

At minimum, each group should have the opportunity to address the City of Dover, city administration, and members of a Commission for internal education once a year. The forums, annual workshops, and annual observances would more than meet the needs of providing external education.

Submitted by Commissioner Lynn Sandusky and Commissioner Theodore Henderson.

McDowell, Traci

From: generuane <generuane@verizon.net>
Sent: Tuesday, October 21, 2014 1:46 PM
To: Cecil C. Wilson; McDowell, Traci
Subject: I suggest sending this info to the Dover Commission

Kent group to support families, friends of gays



Beth Miller, The News Journal *8:37 p.m. EDT October 20, 2014*

(Photo: SUBMITTED)

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Linda Gregory said she kept hearing the same comments during the Delaware Pride Festival, held in Dover this year for the first time.

She was there representing the Rehoboth chapter of Parents, Families and Friends of Lesbians & Gays. Many who stopped by asked why there was no chapter in Kent County.

Starting Tuesday, there will be. A Dover-based group hosts its first meeting at 6 p.m. at the Dover Library.

"We host a myriad of phone calls from people in crisis all the time," said Gregory, who lives in Milton. "We have kids who are coming out to their parents and we have parents whose kids have come out and they don't know what to do."

Many said they would not be able to attend meetings in Rehoboth or Wilmington, which has had a chapter for more than 20 years.

The fledgling group has the support of three Dover churches – Christ Church, The People's Church, and the Unitarian Universalists congregation.

"We're hoping by bringing these kinds of things here to Dover and Central Kent County that we can continue to open dialogue and be more pastoral and more concerned about all of our neighbors, not just some of our neighbors," said Jon Rania, a gay man who serves as lay ministry associate at Christ Church. "You have to understand with something like this, you're not just dealing with an adult or young adult struggling with their own sexuality, but also the family and friends that may not know how to respond or support their loved one or friend."

A recent anti-bullying summit at Polytech High School confirmed for Gregory the need for a Kent County group.

She expects to see the wide range of situations she has seen while launching other similar groups.

"We've had some who have cried through the whole meeting, we've had families where one parent is on board and one is not, and we've had some who have tippy-toed in."

Contact Beth Miller at (302) 324-2784 or bmiller@delawareonline.com. Follow on Twitter @BMiller57 or on Facebook.

PFLAG Information Sheet

PFLAG promotes the health and well-being of lesbian, gay, bisexual and transgender persons, their families and friends through: **support,** to cope with an adverse society; **education,** to enlighten an ill-informed public; and **advocacy,** to end discrimination and to secure equal civil rights. Parents, Families and Friends of Lesbians and Gays (PFLAG) provides opportunity for dialogue about sexual orientation and gender identity, and acts to create a society that is healthy and respectful of human diversity.

"PFLAG" is **Parents, Families and Friends of Lesbians and Gays**. We are a national support, education and advocacy organization for lesbian, gay, bisexual and transgender (LGBT) people, their families, friends and allies. With 200,000 members and supporters, and local affiliates in more than 500 communities across the U.S. and abroad, PFLAG is the largest grassroots-based family organization of its kind. PFLAG is a non-profit organization and is not affiliated with any religious or political institutions.

PFLAG **supports** LGBT people, their families and friends locally and nationally by providing PFLAG chapter helplines, support group meetings and resources. PFLAG also **educates** families and communities on sexual orientation, gender identity and LGBT issues. Local PFLAG chapters educate their communities through a variety of projects while PFLAG National continues to provide fair and accurate information about LGBT people, their loved ones, and the unique challenges they face. PFLAG also **advocates** for equal rights for lesbian, gay, bisexual and transgender people on local, state, and national levels.

PFLAG members come from all walks of life. We are straight, we are gay and we are bisexual. We are transgender. We are moms and dads, siblings, grandparents, aunts and uncles, friends, children and allies. We come from large cities and small towns. We live in rural areas. We are people of color. We come from all economic backgrounds. We come from all faith traditions. We are disabled. We are youth and we are elderly. Our membership and our leadership are diverse, but what we have in common is our commitment to grow beyond false and harmful perceptions of LGBT people, to educate our communities, and to stand up for full equal rights and protections for LGBT people.

Strategic Goals

One: Build the capacity of our organization at every level so that we may have all the resources, in the form of information, people and funding, necessary to move forward in our work with the greatest possible effect. http://community.pflag.org

Two: Create a world in which our young people may grow up and be educated with freedom from fear of violence, bullying and other forms of discrimination, regardless of their real or perceived gender identity or sexual orientation or that of their families.

Three: Make our vision and our message accessible to the broadest range of ethnic and cultural communities, ending the isolation of families with gay, lesbian, bisexual, and transgender family members within those communities.

Four: Work toward full inclusion of gay, lesbian, bisexual and transgender persons within their chosen communities of faith.

Five: Create a society in which all GLBT persons may openly and safely pursue the career path of their choice, and may be valued and encouraged to grow to their full potential in the workplace.

Six: Create a society in which all gay, lesbian, bisexual and transgender persons may enjoy, in every aspect of their lives, full civil and legal equality and may participate fully in all the rights, privileges and obligations of full citizenship in this country.

Some PFLAG Topics:

- Family Acceptance
- Health and Reparative Therapy
- Relationship Recognition and Marriage
- Safe Schools
- Workplace Fairness, including Military
- Hate Crimes Prevention and Radical Right Organizations

How Delaware's racial mix is changing

Jeff Montgomery, The News Journal*9:42 a.m. EDT October 22, 2014*

- **Beginning Nov. 2, The News Journal will look at how Delaware has been enriched by its diversity.**
- **By 2060, forecasters say odds of bumping into someone of same race/ethnicity less than 1-in-3.**
- **More than 193,000 Hispanics will live in Del. by 2060 - 2.6 times higher than today**
- **"White Only" population of New Castle County will be 9 percent lower than today**

Northernmost Delaware's racial and ethnic mix now appears headed toward parity by the year 2060 with the diversity now found in Philadelphia or the Dallas and Houston areas, new population projections show.

The change would be part of a projected century-long trend that already has made it more likely than not that any random encounter in Kent or New Castle counties, or in the state as a whole, will involve a person of a different racial or ethnic group.

USA Today commissioned a nationwide demographic analysis to produce similar assessments for every county in the nation, using a 0-to-100 Diversity Index scale that reflects the random chance of meeting someone different. By 2060, forecasters concluded, nationwide odds of bumping into someone of the same race or ethnicity will be less than 1 in 3.

Even rural areas that as recently as 1960 were virtually all white are changing dramatically. Relatively rural spots like Cecil and Dorchester counties in Maryland or Cumberland County, N.J., along Delaware Bay are now expected to have populations even more diverse than New Castle County's 50 year's hence.

"You can see the direction that things are heading," said Edward C. Ratledge, a University Delaware professor and director of the Center for Applied Demography and Survey Research. "It's the same thing throughout the country. It's a more diverse population than ever. The question is: What does it say about the point when the minorities are a majority."

According to the projections, Delaware will rank as the 15th most-diverse state in the country by 2060, with New Castle County's racial and ethnic mix rising to the top 6 percent of counties nationwide. In contrast, Sussex County – once the state's most racially mixed – began trailing in diversity in the 1980s and 1990s as largely white resort-area and retirement populations swelled; it is expected to still have a 64 percent white population in 2060.

Forecasts for the rest of the Delmarva Peninsula are similar, if less extreme. They quickly lead to questions about how the population will blend, or not blend, below the broad-brush county-level statistics, and how areas and neighborhoods will look in a state where racial and ethnic segregation is a fact of life.

Among the more-prominent forecasts:

• The state's overall white population will drop from 71 percent in 2010 to 59 percent in 2060, with non-Hispanic whites expected to become a minority.

• The number of Hispanic residents in Delaware will be more than 2.6 times higher than today, growing from nearly 8 percent currently to 15 percent, with the more-than 193,000 statewide Hispanic total in 2060 exceeding the entire 2010 population of either Sussex County or Kent County.

• About 6.6 times more residents will identify themselves as being of two or more races.

• Although the number of black residents will increase by nearly 53 percent, their share of the statewide population will move only from 22 to 24 percent.

• The number of residents identifying themselves as Asian or American Indian will increase, but not as fast as other racial and ethnic groups. The state's Asian population will decline as a percentage of the total from 3.2 percent in 2010 to 2.8 percent in 2060.

No group will increase faster than Hispanic residents, expected to account for about 16 percent of New Castle and Sussex County's population by 2060, twice the present share. And no group will decline more rapidly than non-Hispanic white residents, already in the minority in some areas, including Colonial School District.

Kent and New Castle counties are among the 11 percent of counties nationwide where the Diversity Index already has crossed the 50 percent threshold. By 2060, both will be among the 13.8 percent of counties with a 67 percent or greater "hyperdiversity."

Wicomico and Worcester counties in Maryland, where Salisbury and Ocean City lie, respectively, will cross that same hyperdiversity line between 2050 and 2060.

In nearby Lancaster County, Pennsylvania, the chances of encountering a non-white resident were only 3 percent in 1960. Now the odds are nearly 30 percent, and by 2060 will move to just better than even, though still trailing the country.

Poll: How do you think Delaware will adjust to growing diversity in th...

American Indian residents, led by Delaware's Nanticoke Indian tribe members, and Pacific Islanders remain at only a fraction of a percent of the population.

Sussex County, more diverse than the rest of the state in 1960, lost ground by 1990 as the pace of Baby Boomer retirements and better off white residents moved in. Although the poultry industry's expansion fed a huge growth in laborers through immigration, especially from Guatemala, overall diversity in Sussex is not expected to cross the 50 percent mark before 2030.

But already densely-populated New Castle County will grow far more slowly than the rest of the state, with increases in other groups coming at the expense of those identifying themselves solely as white.

By 2060, the "White Only" population of New Castle County will be 9 percent lower than today – the only group expected to decline in absolute numbers in Delaware.

The total for black residents will increase significantly in absolute numbers, but that group's share of the total will grow more slowly than the multi-racial and Hispanic groups.

"There are questions about what the impacts of increased diversity are going to be in pretty much every major institution," said Barrett A. Lee, who directs the sociology department and Population Research Institute at Penn State University. "What are the consequences for local economies, politics, health care? How are increases in diversity going to affect things like civic engagement, or relations among racial or ethnic groups?"

Rural Kent County resident and small business owner Deborah J. Torrijos heartily agrees with predictions that Hispanic residents will increase their share of Delaware's population over the next 50 years, but considers the estimates low.

"Too conservative," says Torrijos, a legal and health care interpreter. "I believe that the numbers now are inaccurate, and that there actually are more Hispanics here than the Census counted."

"I think acceptance in the general population has grown," Torrijos added. "There are always people who are reluctant to accept different cultures or languages. It depends on what circles that day you're running in. To be honest, I still encounter some bigotry or insensitivity of culture from people who say 'You should speak English.'"

Delaware's Indo-Asian population, concentrated in northern Delaware, began to grow in the early 1970s as student enrollments from that country increased at the University of Delaware.

"The number of people from southern Asia has really grown in the last 8 to 10 years, and the community support has gotten better," said Gopal Bhagia, a leading member of the Indo-American Association of Delaware. "We're recognized now within the local communities that we work with. That recognition has increased tremendously."

The Census Bureau uses "Asian" as an umbrella term to take in those with heritages ranging from Pakistan and India to China, the Philippines, Japan and Malaysia. Likewise for the less-obvious factors that seem to prop up the white population, a category that includes citizens of Middle Eastern and North African descent.

In practice, Indian-Americans and Indian immigrants accounted for about 41 percent, or 12,000, of the state's roughly 30,000-member Asian population on average between 2008 and 20012 according to the Census Bureau. Those from China represented about 11 percent, Filipino another 7 percent.

Delaware lies in the heart of the region that is becoming "increasingly multi-hued, multi-lingual, multi-ethnic," according to a study on nationwide trends led by Penn State's Barrett Lee and released in late 2012.

"The most diverse communities in the U.S. are disproportionately western, southern, and coastal metropolitan areas and their principal cities and suburbs," the report noted. It added that the trend is both pervasive and a regular source of "debate, if not rancor."

Lee said separately: "We don't know if there will be a lot of unresolved issues. We don't have a crystal ball to figure out if increased diversity is going to lead to more conflict and competition for resources."

While immigration already is a frequently mentioned issue, Lee added, much more is at work.

"Many people think it's all about immigration. But even if there was some reason, or if we could magically turn off the immigration faucet today, the population would still become more and more diverse over time," Lee said, "partly because much of the increasing diversity is due to natural increases within those groups."

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Source: http://www.delawareonline.com/story/news/local/2014/10/21/racial-parity-will-transform-delaware/17702071/

The complete USA Analysis can be viewed at:

http://www.usatoday.com/topic/c9aea8ab-939a-4e71-b601-fe7164498251/changing-face-of-america/

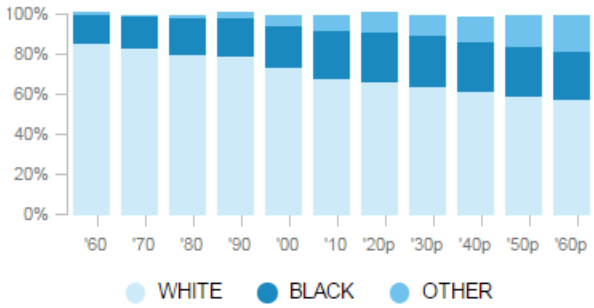
Kent County, Del.

DIVERSITY INDEX: 52

Population: 162,310

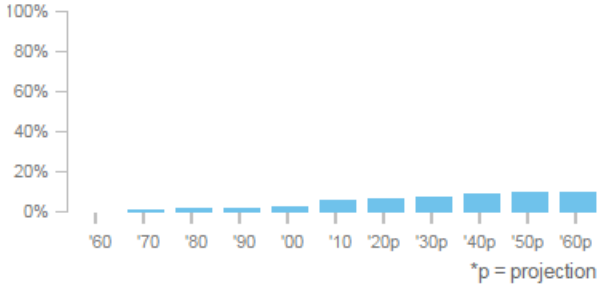
Race breakdown

"Other" includes any other groups counted in that year.



Hispanic share

Hispanics can be of any race.



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http://www.usatoday.com/longform/news/nation/2014/10/17/diversity-race-ethnicity-change-100-years/16211133/

The Diversity Index shows on a scale from 0 to 100 the chance that two random people are different by race and ethnicity.

Kent County in 2010—White 68% Black 24% Other 8% Diversity Index--52

Kent County in 2060—White 57% Black 24% Other 19%---Diversity index--67

See complete nationwide analysis at: http://www.usatoday.com/topic/c9aea8ab-939a-4e71-b601-fe7164498251/changing-face-of-america/