DOVER HUMAN RELATIONS COMMISSION

A G E N D A

DECEMBER 7, 2011 - 7:00 P.M. - Council Chambers - City Hall - City of Dover

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.

1. Call to Order/Roll Call

2. Moment of Silence

3. Agenda Additions/Deletions

4. Adoption of Minutes
   A. Adoption of Minutes - September 28, 2011

5. Comments/Presentations from Members of the Community
   This segment is provided to extend the opportunity to the general public to share their questions, thoughts, comments, concerns, and complaints. Discussion of any item appearing on the agenda is prohibited. Citizen comments are limited to three (3) minutes, and this segment will not exceed 30 minutes.

6. Chair's Report (Sudler)

7. Committee Reports
   A. School Programs (Wasfi)
   B. Community Programs (Allen-Pyne)
   C. Assessment (Edamatsu)

8. Unfinished Business
   A. Recommendation Letters to Mayor and City Council in Regards to the Regular Meeting of February 23, 2011, Simon Circle Boys & Girls Club, and the Special Meeting of March 17, 2011, Regarding Reed and New Street Brawl - Final
   B. Review of By-Laws, Articles I-III
   C. Commission Review and Annual Report as requested by Council on October 10, 2011

9. New Business
   A. The Dover Human Relations Commission's 2011 Survey
      a-1. Establishment of Survey Questions for Chapter 58, Article II - Human Relations Commission, Section 58-31 - Purpose, (2) Monitoring. Develop Ways to Measure and Monitor Community Relations, Particularly Those that are Sources of Intergroup Conflict

10. Scheduling of the Next Regular Meeting

11. Announcements

12. Adjournment by 9:00 P.M.

/hf

U:\Human Relations Commission\12-7-2011 DHRC FINAL Agenda.docx

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.

DOVER HUMAN RELATIONS COMMISSION
MINUTES OF SEPTEMBER 28, 2011
CITY HALL COUNCIL CHAMBERS

Present: Chair Roy Sudler, Jr. Commissioners Ellen Wasfi, G. Thomas Steele, Dawn Allen-Pyne, and Phyllis Edamatsu.

Call to Order: The meeting was called to order at 7:12 p.m. and roll was called. There was a moment of silence.

Agenda Additions/Deletions: Under New Business was added section B. "Discussion of elimination and/or consolidation of the DHRC" by the Finance and Administration Committee for the City of Dover.

Adoption of Minutes: A motion was made by Commissioner Wasfi to adopt the minutes from July 27, 2011 and the minutes from August 24, 2011. It was seconded by Commissioner Edamatsu, all voted in favor and the minutes were adopted.

Comments/Presentations from the Community: Faye Della White came to the meeting in response to hearing that the DHRC was to be reviewed for Consolidation and/or Elimination by the Legislative, Finance, and Administration Committee. She said that she fears that she will have no representation or voice in the community if the DHRC is eliminated. It has been in service from 2001 to 2011, and she wants to see that DHRC stays. Commissioner Wasfi thanked her and invited her to express her concerns at the meeting of the Legislative, Finance, and Administration Committee at City Hall tomorrow night at 5:00 to give her input there. Chair Sudler instructed her to call the City Clerk's Office and ask to be put on the list of speakers. Ms. White said that she feels the DHRC should not be consolidated either because each group has its own entity. "Human" relations are separate from the others. DHRC works for the people to bring groups together. Ms. White stated that she is from Philadelphia where she worked on committees for the city and state. She is now a Senior Citizen and loves her community and children. Commissioner Wasfi invited her to apply for a seat on the DHRC. Ms. White thanked the DHRC for their work, and worries that people will have no place to go if the Commission is eliminated.

Chair's Report: Chair Sudler read his report (see attachment #1).

Committee Reports: Commissioner Allen-Pyne reported that she had contacted the Star Hill Church near Camden Wal-Mart as a place to have a community meeting for October or November. She needs to find out for sure if the church is in the City limits of Dover before DHRC schedules an event there.

Unfinished Business:

A: Commissioner Steele's recommendations from his e-mail sent Feb. 24, 2011 (see attachment # 2) were reviewed and discussed. Commissioner Wasfi will revise and incorporate his thoughts into a final draft for the Commission to approve.

B: Recommendations and minor corrections were made to "Third Draft" (see attachment # 3) regarding the Reed and New Street Brawl. Commissioner Edamatsu made a motion to approve the letter and send copies addressed to the Mayor and City Council. Commissioner Allen-Pyne seconded and all voted in favor.

C: After much discussion, the Commission approved a motion made by Commissioner Allen-Pyne to send a letter to the Police Chief asking him to consider sending a representative from the department as an observer to DHRC meetings for the purpose of facilitating communications and understanding between the DHRC, Dover PD, and the Community. (CC to the City Council). Commissioner Edamatsu seconded and all voted in favor. A motion was made by Commissioner Allen-Pyne to draft another letter to the Police Department asking about the nature of the GREAT program which tracks gang activity. Commissioner Wasfi seconded the motion, all voted in favor. A third motion was made by Chair Sudler to appoint Commissioner Steels as a liaison between the Dover Police Department and the DHRC. Commissioner Steele would meet with the Police Chief before the letters are posted, in order to begin a dialog between the two groups. Commissioner Wasfi seconded and all voted in favor.

New Business: Discussion of the Elimination and or Consolidation of the DHRC by the Legislative, Finance, and Administration Committee. Commissioners expressed their views and opinions in regards to the review that would be coming up at the meeting of the Committee on Thursday night.

Adjournment: The meeting was adjourned at 9: 15 p.m.

Minutes taken and submitted by Mary Walson

ATTACHMENT #1

September 28, 2011

Agenda Addition:

New 9-7

B. Discussion on the Elimination, and or Consolidation of the DHRC by the Finance and Administration Committee for the City of Dover

Chair's Report [Sudler]

On **September 23, 2011,** I received a phone call and message from David McGinnis in reference to his application for the Dover Human Relations Commission. In the message Mr. McGinnis indicated that he was still interested in being a Commissioner and had submitted his application in to the City Clerks Office about one year ago [**2010**]

On **September 23 - 26, 2011,** I received numerous phone calls from citizens of Dover who were upset and puzzled as to why the Dover Human Relations Commission was on the Finance and Administration Committee's Agenda for Elimination or Consolidation. At that time, I just listened to them vent and encouraged them to voice their concerns to the Finance and Administration Committee.

ATTACHMENT #2
SEPT. 28, 2011

Devine, Denise

(2 PAGES)

From: Devine, Denise
Sent: Friday, February 25, 2011 11:37 AM
To: DePrima, Tony
Cc: City Clerks Office
Subject: FW: DHRC meeting last night.

Please see the email below, sent at the request of G. Thomas Steele, Dover Human Relations Commission member. Please note that Mr. Steele is referring to the Dover Human Relations Commission meeting of February 23, 2011, which was a community meeting held at the Simon Circle Boys and Girls Club.

If you have any questions, please do not hesitate to contact me.

Thank you,

Denise L. Devine
Assistant City Clerk
City of Dover
e-mail: ddevine@dover.de.us
(302) 736-7008 phone
(302) 736-5068 fax

This e-mail was sent to members of City Council and the Dover Human Relations Commission.

From: G. Thomas Steele [mailto:mspcio@aol.com]
Sent: Thursday, February 24, 2011 10:21 AM
To: Devine, Denise
Subject: DHRC meeting last night.

Having attended my first meeting of the Commission I have several observations/suggestions I would like to pass along for your consideration.

1. Is there an Ombudsman for the utility companies in Dover? Several questions/suggestions last night appear they could be settled by such a position. Such a person would be able to coordinate the funds collected for fuel assistance through various organizations as well as serve as a source of statistics for legislation in the future. This position should be an out reach activity of the companies and not one funded by any tax or city budget.

2. Pastor Gordon appears to be a person dedicated to his mission of serving the needs of the community. May I suggest your consideration in requesting him to form a "Council of Churches" and/or other such organization to speak with a united voice for the needs of the community? (If such action is within our purview) People such as the Pastor frequently offer a greater solution to problems than government action. Many organizations exist to help the needs of our community outside the government offices yet there does not appear to be any "non-government" place for co-ordination within our city.

3. The continued subject of gang involvement within our community as voiced by the attendees seems to speak of a need for the Commission to briefed on what the status of the activity is and proposed response. My personal opinion is this is the type of subject the Commission needs information on in order to be able to assist/aid the city and community in dealing with the problem as well as understand it ourselves.

4. May I suggest the Commission urge the City to employ a grant writer to take advantage of federal grants to assist the youth within our city and surrounding areas? It appears from the testimony of several attendees that there is no such activity taking place by the city at the present. Many of these grants do not require matching money and would go a long way in providing both funds and educational opportunities to the city and community in subject areas related to the youth of the community. Gangs thrive on the ability to fill the void created when family and communities fail to fill the need of

social activities. However, in the case of gangs their activities lead to destruction of communities and family unity. Such grant information can be found at such federal agencies as the National Institute of Justice.

Respectfully submitted,

G. Thomas Steele

ATTACHMENT # 3
(2 PAGES)

THIRD DRAFT

September 28, 2011

City Council President
Dover City Council
City Hall
Dover, DE 19903

To The City Council President:

On March 17, 2011, the Dover Human Relations Commission scheduled a Special Forum in City Council Chambers to review the circumstances surrounding the disruptive behavior leading to injuries and arrests that occurred on Reed and New Streets on March 2, 2011. The Commission sought to ~~determine whether or not~~ UNDERSTAND WHY the incident ~~met~~ did not meet the criteria of a hate crime and whether all those involved were treated fairly. Dover Police Chief James E. Hosfelt, Jr. presented the police report on the event which characterized the altercation as an alcohol-related brawl. The questions that were raised at the meeting included:

1. Did the victim's actions contribute to the brawl?
2. Should the brawl have been considered a hate crime?
3. Was alcohol involved in the incident?
4. How was the evidence gathered?
5. Did Internet blog comments promote racial tension in Dover?
6. Did the victim receive any reprimand for her provocative behavior that contributed to the brawl?
7. Should there be greater police presence in the area?
8. Is gun control a necessary response to recent shootings in downtown Dover?
9. Should landlords have more discretion to evict residents who have willfully participated in incidents such as the Reed & New Street brawl?

A prime concern voiced by State and Dover Human Relations Commissioners and audience members in their questions to Chief Hosfelt was that the ~~white~~ Caucasian female who sustained injuries requiring emergency care had escalated what began as verbal exchange with ~~black~~ African American individuals congregating on the sidewalk to a physical fight by throwing a cup of liquid on them. Some of the other participants in the confrontation were arrested. The Dover Police indicated that no racial slurs were involved.

After hearing the comments of Chief Hosfelt, the Commissioners, some of whom had seen a video of the incident, concluded that the white female's provocative disorderly conduct while not premeditated did constitute, at the very least, a misdemeanor offense under sections 1315 and 1301 of the Delaware Criminal Code. The Commissioners concurred, therefore, that the instigator of the violence who was deemed intoxicated and

disorderly should be required to participate in sensitivity training and mandatory counseling. Punishing only the black participants in the confrontation could be perceived by many in the Dover community as racial bias on the part of the Dover Police. Further recommendations suggested by the Commissioners include:

1. Establishing a community workshop on hate crimes and brawl-prevention strategies;
2. Seeking the assistance of interfaith and faith-based agencies to help promote such community workshops in various areas of Dover; and
3. Mandating cultural sensitivity training and counseling for participants in hate crimes.

DHRC jurisdiction in these matters derives from **Chapter 2 - Administrative, Article I, Division 6, Section 2 - 21 of the Dover Code,** which grants the Commission the powers and duties to investigate claims of unfair treatment and develop ways to monitor intergroup conflict among all segments of the City of Dover; **Section 58 - 36 Powers & Duties - DHRC 5** to research, educate, engage in such [activities that] in the judgment of the Commission or the City Council may be needed to improve human relations in the City of Dover; **{Code 1981 Code 2 - 21 -; Ordinance of 2 - 11- 2002} and Section 58 - 31 Titled: Purpose:** Promote and develop an environment of fairness and respect among all citizens; and **{Code 1981 Code 2 -16; Ordinance of 2 -11- 2002}**: Develop ways to measure and monitor community relations particularly those that are sources of intergroup conflict.

The Dover Human Relations Commission makes the above recommendations to the Mayor, City Council, and Police Chief in accordance with its responsibilities and duties as outlined in its bylaws and its mission to promote and develop an environment of fairness and mutual respect among the citizens of Dover and to relieve tensions arising from intergroup conflict. It is the intent of the Commission to serve as a catalyst to encourage inclusiveness and civility between all members of the Dover community and the city government. We thank the Mayor, the City Council and the Chief of Police for considering our recommendations.

Sincerely,

Roy Sudler, Jr., Chair
Dover Human Relations Commission

THE CITY OF DOVER
HUMAN RELATIONS COMMISSION BY-LAWS

PREAMBLE

The City of Dover has granted the Human Relations Commission the following powers and duties pursuant to Chapter 2 – Administration, Article I, Division 6, Section 2-21 of the Dover Code:

A. 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 Dover residents and enhance communication and understanding among residents of Dover

B. Inquire into incidents of inter-group conflicts and disputes within the City and take such actions as may be designed to alleviate such conflicts and disputes.

C. Promote and encourage communications between and cooperation of all groups interested in bettering human relations in the City.

D. 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.

E. 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.

F. Develop and maintain programs that build positive relations among communities and enhance problems-solving skills among residents throughout Dover.

ARTICLE I - OFFICERS

SECTION 1.
The Officers of the City of Dover Human Relations Commission shall be a Chairperson and a Vice-Chairperson.

SECTION 2.
The Chairperson or Chairperson's designee shall preside at all meetings of the Commission. The Chairperson or the Chairperson's designee shall be the only person authorized to make public announcements for the Commission. The Chairperson shall be a member of all committees of the Commission, ex officio. The Vice Chairperson shall be a member of all committees of the Commission, ex officio. The Chairperson shall designate members of the Commission and/or its Staff to represent the Commission and/or its Staff upon all affiliated associations, committees, organizations, and meetings. No Commissioner shall be eligible to become the Commission Chairperson unless that person has served on the Commission for one year. The one-year period shall run from the time the individual is appointed to the Commission to the date the individual would take office if elected to be Chairperson.

SECTION 3.
The Vice-Chairperson shall be vested with all powers and perform all the duties of the Chairperson in his/her absence or disability, to the extent which may be permitted by city ordinance, and the Vice-Chairperson shall perform such other duties as may be prescribed from time to time by the Commission. The Vice-Chairperson shall be a member of all standing and special committees of the Commission, ex officio.

SECTION 4.
All officers of the Commission shall be elected to office by secret ballot of Commission members, and the number of votes for each officer shall be recorded and be part of the public record.

ARTICLE II – PART-TIME ASSISTANT

SECTION 1.
The Commission shall decide each year at its February meeting whether or not to hire a Part-Time Assistant for the purpose of preparing the minutes of the Commission meetings and performing other administrative and secretarial functions as deemed appropriate and necessary by the Commission. The Part-Time Assistant shall be financially compensated for the work performed at a rate that is approved by the Commission, and the Commission may amend the rate at any time.

ARTICLE III - MEETINGS

SECTION 1.
Unless the Commission decides otherwise the Commission shall hold one regular meeting per month for the completion of its purposes, responsibilities and functions. The Commission shall designate the date, time and location of its meeting. The Part-time Assistant shall mail a written notice of the regular meeting to each Commissioner at least seven (7) days prior to the date of the regular meeting. The City Clerk shall give proper notice of all the Commission's regular meetings to the public and Commissioners.

SECTION 2.
Special meetings may be called by the Chairperson or by three members of the Commission. The Part-time Assistant shall give notice of the special meeting to each Commissioner at least two (2) days prior to the date of the special meeting. "Notice" here means, in writing, by facsimile, email and/or telephone conversation/voicemail.

SECTION 3.
A meeting of the Executive Committee may be called at any time by the Chairperson or by three (3) members of the Executive Committee acting independently of the Chairperson. The Part-time Assistant shall give notice of the Executive Committee meeting to each member of the Executive Committee at least two (2) days prior to the date of the Executive Committee meeting. "Notice" here means, in writing, by facsimile, email and/or telephone conversation/voicemail.

SECTION 4.
Five members of the Commission, including the Chair, shall constitute a quorum at a regular meeting being held at the Commissioner's normal meeting location. However, when the Commission has a meeting at a community location, a quorum is not needed for the Commission to open its meeting, but no vote by the Commission can be taken at such a meeting being held at a community location when there is not a quorum.

SECTION 5.
At all meetings of the Commission or of the Executive Committee thereof, all proceedings shall be conducted in accordance with Robert's Rules of Order (Newly Revised), unless suspended by the majority of the Commissioners present. The Commission's Chairperson or Vice Chairperson shall maintain order at Commission meetings.

SECTION 6.
Any member of the Commission who fails to attend three (3) consecutive regular meetings without the Chairperson finding that there was reasonable cause for being absent or fails to attend at least half of all regular business meetings during any calendar year shall automatically be deemed to have resigned from the Commission. The Chairperson shall promptly notify the Mayor and City Council President of the situation and request a replacement.

ARTICLE IV - COMMISSION INTAKE, NOTICE, AND MEETING PROCEDURES

SECTION 1.

Meetings of the Commission or of the Executive Committee thereof, shall be conducted according to procedures established by the Procedures Committee and accepted by the Commission.

I. PROCEDURE FOR BRINGING A CONCERN OR MATTER BEFORE THE CITY OF DOVER HUMAN RELATIONS COMMISSION

A. Intake Procedure:

The City of Dover Human Relations Commission (hereinafter referred to as the "Commission") shall adopt an INTAKE FORM. Each Commissioner and the City Clerk shall have INTAKE FORMS available for distribution to the public. Any member of the public or an organization that wants the Commission to consider, recommend or rule on a concern or matter within the Commission's jurisdiction shall file an INTAKE FORM with the City of Dover Clerk's Office. The Commission shall maintain a record of all INTAKE FORMS received.

B. Scheduling the Concern or Matter Expressed in the INTAKE FORM Before the Commission:

To the best of the Commission's ability, with the assistance of the City Clerk's Office, any INTAKE FORM received at least 10 days prior to a Business Meeting of the Commission shall be placed on the next Business Meeting Agenda under the "New Business" section. The City Clerk will send notice by regular mail to the person or organization who filed the INTAKE FORM informing them of the date, time and location of the Commission's Business Meeting when the concern will be considered.

A similar notice will be sent by regular mail to any party or organization identified on the INTAKE FORM as being an interested party or a party-giving rise to the concern. This notice shall request the presence of the recipient and also extend an invitation for that party to address the Commission.

C. Consideration by the Commission of a Concern Set Forth in an INTAKE FORM:

The concern set forth in an INTAKE FORM will be considered by the Commission at its Business Meeting at the time new business is discussed. The Commission reserves the right to limit the time a person has to present the concern to the Commission, as well as limit the amount of time a party has to respond to the concern in issue. Any party testifying before the Commission shall not be sworn in. The party who filed the INTAKE FORM shall make their presentation first, followed by any party that has been invited to respond. The party filing the INTAKE FORM shall have a time to rebut or answer the party that presented a response. The Commission may limit the length of the rebuttal or answer. All parties appearing before the Commission may submit written exhibits, documents, photographs or other materials, which shall become part of the record of the proceedings.

The Commission may table a matter, decide not to take any action because of jurisdictional or other issues, refer the matter to a Commission Decision-Making meeting, or take any other action within its jurisdiction that is fair, reasonable and in the interest of justice.

D. Commission's Decision-Making Meeting:

At the Commission's Decision-Making Meeting, items referred by the Commission at its Business Meeting to the Agenda by the Commission shall be considered before members of the public, but the public will not be allowed to present any further facts and circumstances relating to a concern set forth in the original INTAKE FORM. The Commission members shall discuss and vote upon any issue being considered at a Decision-Making Meeting in public. Furthermore, the Commissioners shall state the reason(s) for their vote, if a vote is taken.

II. MEETINGS

A. Notice of Meetings:

The City of Dover Clerk, pursuant to legal requirements, will give notice of Commission meetings to the public. The Agenda of the Commission's Business Meetings and a copy of the proposed Minutes of the previous Business Meeting shall be submitted to the City Clerk's Office 14 days prior to the next Business Meeting. The Agenda for the Commission's Decision-Making Meeting shall be submitted to the City Clerk's Office 10 days before the Decision-Making Meeting. (A procedural flowchart is attached.)

B. Business Meeting Agenda:

1. The items on the Agenda for the Commission's Business Meeting shall include the following:

   a. Amendments to Agenda

   b. Presentations by Community Members: This segment of the Agenda is limited to 30 minutes. Members of the public shall have three minutes per person per issue to address the Commission. The Commission's Chairperson or designee will give the Commission's response, if any.

   c. Approval of the Minutes of the Last Commission Business Meeting

   d. Report of the Chairperson (or Designee)

   e. Reports by Committee Chairpersons (or their Designees)

   f. Unfinished Business

   g. New Business

   h. Suggestions for the Agenda for the Commission's Next Business Meeting

   i. Suggestions for the Agenda for the Commission's Next Decision-Making Meeting, and Setting Date, Time and Location

   j. Executive Session (if Needed)

   k. Adjournment

2. The items on the Agenda for the Commission's Decision-Making Meeting shall include the following:

   a. Amendments to the Agenda

   b. Approval of the Minutes of the Last Decision-Making Meeting

   c. Consideration of Matters for Decision

   d. Executive Session

   e. Suggestions for the Agenda for the Commission's Next Decision-Making Meeting, and Setting Date, Time and Location

III. MINUTES AND RECORDING OF COMMISSION MEETINGS

All Business Meetings and Decision-Making Meetings of the Commission shall be recorded, and the Commission shall prepare minutes of the Meetings. The recordings and minutes shall be maintained by the City of Dover Clerk's Office.

IV. IDENTIFICATION AND ANNOUNCEMENT OF POTENTIAL CONFLICTS OF INTEREST

All Commission members shall avoid the appearance of impropriety. All conflicts of interest, whether they be personal, legal, financial or otherwise, between a Commission member and a party appearing before the Commission shall be identified and announced by the Commissioner having the conflict. The Commissioner also shall announce on the record that he or she will abstain from all consideration of the matters being presented by the party, and that the Commissioner will not discuss the matter with any other members of the Commission.

V. DEVIATION FROM ORDER OF BUSINESS

The Chairperson shall have the authority to deviate from the order of business as circumstances warrant.

VI. LIMITATIONS ON PUBLIC PRESENTATIONS

Presentations by members of the public shall be limited, unless approved by the Chairperson. Speakers are requested to give presentations in the order of sign in. The Chairperson may limit the number of speakers heard, as circumstances warrant.

VII. FORMS

The following forms and documents shall be used by the Commission to carry out its duties:

A. Intake Form Front Page

THE CITY OF DOVER HUMAN RELATIONS COMMISSION
INTAKE FORM

Name of person or organization filing: (last name, first name, middle initial) ☐ Mr. ☐ Miss ☐ Mrs. ☐ Ms.		Home Phone: ( )	Business Phone: ( )	Fax: ( )
Street Address:	City:	County:	State:	Zip Code:
Identify the contact person that the Commission should notify:				
List the name, address and telephone number of any person or organization that you believe should be invited to appear before the Commission to help resolve your concern:				
Summarize what has or will occur that has given rise to your concern. Use this space for a brief and concise statement of facts (who, what, where, when, why, how). Additional details may be submitted on an attachment.				
What relief or action is being requested?				
Completion of the following questions is ***OPTIONAL***: Ethnicity: ☐ Black ☐ White ☐ Hispanic ☐ Asian ☐ Native American ☐ Other: _____ Sex: ☐ Male ☐ Female Age: _____ Nation of Origin: _____				
NOTICE: ALL DOCUMENTS AND TESTIMONY PRESENTED TO THE HUMAN RELATIONS COMMISSION ARE AVAILABLE TO THE PUBLIC AND THE PRESS.				
Signature:		Date:		
This form was delivered to: _____(person) on _____(date), located at _____(address). This form was mailed to: _____(person) on _____(date), located at _____(address).				

A. Intake Form - Back of Page

THE CITY OF DOVER HUMAN RELATIONS COMMISSION
RECORD OF ACTION

Case No. _____

CITY CLERK ACTION:

1. On _____ (date), the INTAKE FORM was received by the City Clerk's Office.

2. On _____ (date), the concerns expressed in the INTAKE FORM were placed on the New Business section of the Agenda for the Commission meeting to be held.

3. On _____ (date), a copy of the INTAKE FORM was mailed to members of the Commission along with the Agenda for the Commission meeting.

4. On _____ (date), notice of the date, time and location of the Commission meeting at which the concern(s) expressed in the INTAKE FORM will be considered by the Commission was mailed to the following:
   a.) the party(ies) filing the INTAKE FORM;
   b.) the interested party(ies) identified in the INTAKE FORM; and
   c.) the person(s) or entity(ies) who caused the concern(s) to be raised.

5. On _____ (date), notice of the Commission's final action was sent to the person(s) filing the INTAKE FORM and the other party(ies) listed on the INTAKE FORM.

COMMISSION ACTION:

1. On _____ (date), the Commission decided it did/did not have jurisdiction over the matters set forth in the INTAKE FORM.

2. On _____ (date), the Commission considered the matters set forth in the INTAKE FORM.

3. On _____ (date), the Commission took the following action:

_____
_____
_____
_____
_____

B. Notice to Public of Commission Business Meeting

NOTICE OF THE CITY OF DOVER HUMAN RELATIONS COMMISSION BUSINESS MEETING

TO: _____ (Name)

_____ (Street Address)

_____ (City, State, Zip)

DATE: _____

RE: Business Meeting of the City of Dover Human Relations Commission on Issues Indicated on the INTAKE FORM Submitted to the City of Dover on _____ (date)

The City of Dover Human Relations Commission has added to its Business Meeting Agenda the matters indicated on the attached INTAKE FORM. Please note that these matters will be considered at the Business Meeting to be held at the following date, time and location:

DATE: _____

TIME: _____

LOCATION: _____

The presentation of your concern(s) will be limited to _____ (minutes).

The Commission will not make a decision on your concern(s) on the night of the hearing. That will occur at a Decision-Making Meeting at a date to be determined by the Commission after considering all of the facts and circumstances related to your concern. You may speak at the Business Meeting, followed by any party you identified as being an interested party, and then you will be given a chance to speak again after that party.

Sincerely,

_____

City Clerk

Enclosure: INTAKE FORM

cc: Chairperson, City of Dover Human Relations Commission

C. Notice to Interested Parties of a concern that will be before the Commission and Invitation to attend and speak at the Commission Meeting

NOTICE OF THE CITY OF DOVER HUMAN RELATIONS COMMISSION BUSINESS MEETING AND INVITATION TO INTERESTED PARTY TO ATTEND

TO: _____ (Name)

_____ (Street Address)

_____ (City, State, Zip)

DATE: _____

RE: Invitation to Interested Party to Attend the City of Dover Human Relations Commission Business Meeting

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You have been identified as an interested party or a party-giving rise to a human relations concern in the City of Dover. Please refer to the City of Dover Human Relations Commission INTAKE FORM attached to this letter. In the interest of fairness, the Commission wants to hear from all sides before making any decisions.

The City of Dover Human Relations Commission has added the matters set forth in the attached INTAKE FORM to the Agenda for consideration at the Business Meeting to be held at the following date, time and location:

DATE: _____

TIME: _____

LOCATION: _____

You or your designated representatives are invited to attend the Business Meeting to observe and respond to the concern(s) expressed by the party that filed the INTAKE FORM.

If you decide to respond to the party that filed the INTAKE FORM at the Commission meeting, your response time may be limited. It will be the same amount of time that the party who filed the INTAKE FORM will have to make their presentation. That party will speak first, followed by your presentation, and then the party will be given a chance to speak again after you. ***Please contact the City Clerk (736-7008) to verify if you will attend or not attend the meeting.***

The Commission will not make a decision on the matters presented on the night of the hearing. That will occur at a Decision-Making Meeting at a date and time to be determined by the Commission after considering all of the facts and circumstances related to the concern.

Sincerely,

_____

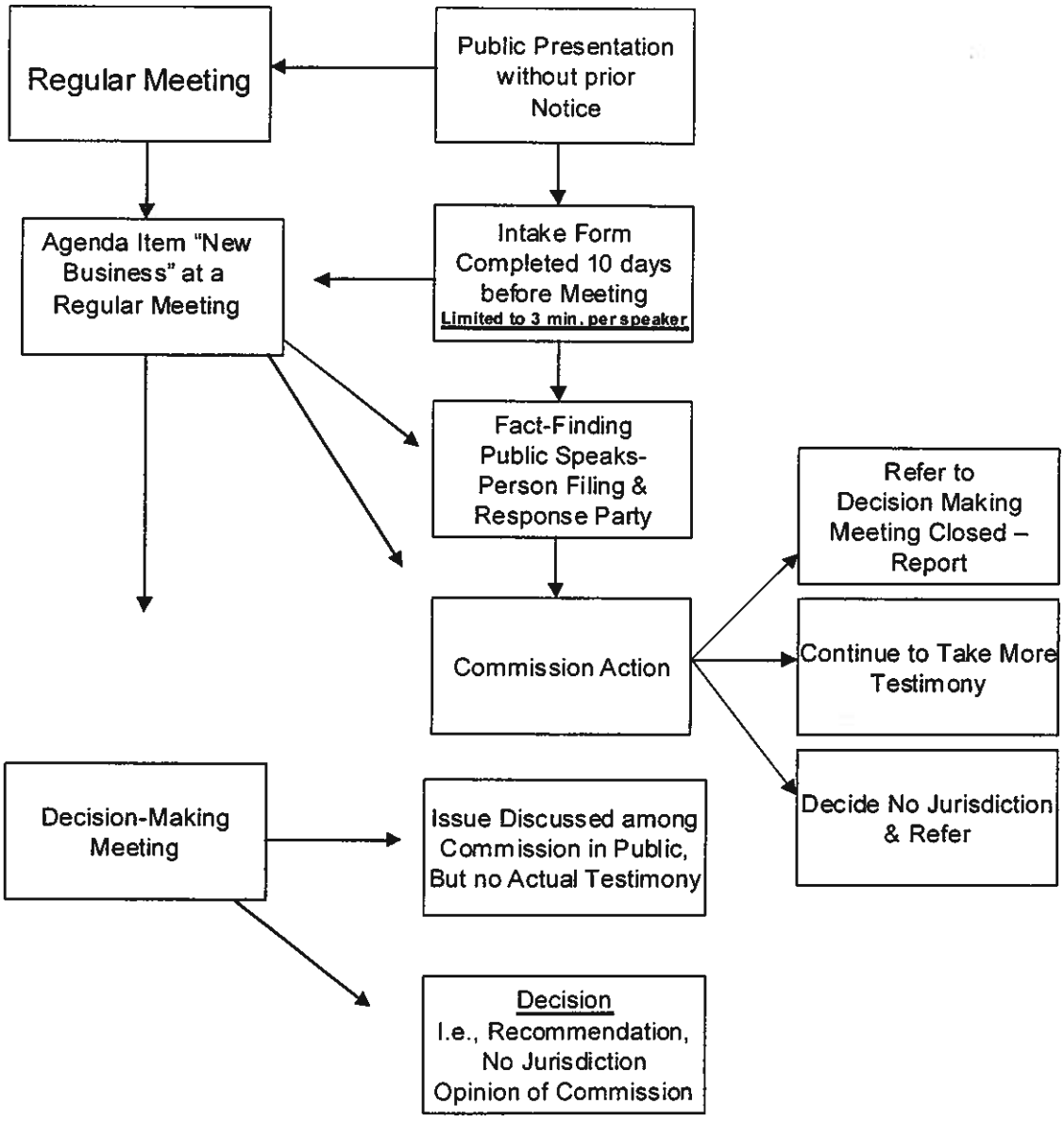
City Clerk

Enclosure: INTAKE FORM

cc: Chairperson, City of Dover Human Relations Commission

D. Commission Meeting Flowchart

Meeting Procedural Flowchart



ARTICLE V - COMMITTEES

The Commission shall create all standing and special committees.

SECTION 1.
The standing committees of the Commission shall be as follows: (1) Executive Committee; (2) Assessment Committee; (3) Community Programs Committee; and (4) School Programs Committee.

1.1 The Executive Committee shall be composed of the officers of the Commission and charged with acting on the business of the entire commission in between its regular meetings. It shall be responsible for interfacing with other City Departments and Offices including City Council.

1.2 The Assessment Committee shall be responsible for measuring and monitoring community relations. The duties of the Committee shall include meeting with different groups; developing assessment tools; analyzing results; and making proposals to the Human Relations Commission based on its analysis.

1.3 The Community Programs Committee shall be responsible for offering a range of programs and services that help community residents and neighborhoods prevent human relations problems and resolve issues of human relations. The Committee shall develop, implement, and sustain community- wide programs that foster a spirit of understanding and unity.

1.4 The School Programs Committee shall be responsible for offering a range of programs and services that help community residents and neighborhoods prevent human relations problems and resolve issues of human relations. The Committee shall develop, implement, and sustain community-wide programs that foster a spirit of understanding and unity with a particular emphasis on oneness of humanity as a part of the regular school curriculum or program.

Section 2.
The Special Committees of the Commission shall be as follows: (1) Media Relations Committee; (2) Intake Screening Committee; (3) Education and Development Committee; (4) Nominating Committee; and (5) By-Laws Committee. The Commission and/or the Chairperson shall have the discretion to create and terminate special committees.

2.1 The Media/Public Relations Committee shall be responsible for publicizing all programs and activities through communication channels. The Committee shall: (a.) prepare and send Press Releases to local Newspaper Editors, and Radio/TV Station Managers; (b.) disseminate information to local community organizations, and prepare correspondence in response to inquires and complaints; (c.) submit copies of all correspondence and releases to the Part-time Assistant, and; (d.) submit an oral and written report of all its activities to the Commission at its regular meetings.

2.2 The Intake Screening Committee, when the procedures set forth in Article IV do not apply and when so designated by the Commission or Chairperson to do so, shall be responsible for receiving and screening all intakes from the public. The Committee shall: (a.) Make recommendations to the Commission on matters such as jurisdiction, referral and preliminary solution; (b.) submit copies of Intakes to Commissioners at least 2 days before a regular or special meeting called for discussion of the matter; (c.) submit oral and written Committee activities to the Commission at the Commissions regular meeting; and (d.) notify the Part-time Assistant of all proceedings.

2.3 The Education and Development Committee shall be responsible for providing educational materials to the public and the Commission, and organize development programs for the benefit of Commissioners. The Committee shall: (a.) focus on diversity training, problem solving, conflict resolution, parliamentary procedures and similar initiatives; (b) schedule programs involving lectures and role play, and distribute materials to Commissioners at least 30 days in advance of such presentation or discussion, and; (c.) submit an oral and written report of its activities to the Commissioners at the regular meetings.

2.4 The Nominating Committee shall be responsible for nominating a slate of candidates who will seek election as officers of the Commission. The Nominating Committee shall consist of three Commission members appointed by the Chairperson in December of each year. One member shall be designated by the Chairperson as the Nominating Committee Chairperson. The Committee shall present its nominees to the Commission in January of each year for election at the February meeting.

2.5 The By-Laws Committee shall be appointed by the Chairperson to review any proposed amendments to the By-Laws and present them to the full Commission for action.

ARTICLE VI - AMENDMENTS

SECTION 1.
Any member of the Commission may at any time propose an amendment to these BY-LAWS, by submitting the same in writing to the Chairperson. All proposed amendments shall be initially reviewed by a Special By-Laws Committee for recommendations then submitted to the full Commission for action as per Section 2.5.

SECTION 2.
A copy of any proposed amendments of these BY-LAWS shall be forwarded by mail to each member of the Commission at least ten (10) days prior to the meeting of the Commission at which it is to be presented and acted upon, together with a written notice of the date, hour, and place of such meeting.

SECTION 3.
Any amendment to these BY-LAWS must first be adopted by the affirmative vote of two-thirds of the active members of the Commission, before the same shall become effective.

ARTICLE VII - BUDGET PLANNING, CONTROL AND REPORTING AND PAYMENT OF EXPENSES

SECTION 1.
Budget planning, control and reporting and all accounting and financial transactions of the Commission shall be governed by the City of Dover procedure F359 d/7-22-2002 and subsequent amendments thereto. The fiscal year of the commission shall coincide with that of the City of Dover.

SECTION 2.
The procedures for payment of expenses by the Commission shall be as follows: (a) The City of Dover shall handle the accounting and financial functions of the Commission as set forth in the City of Dover procedure F359 d\7-22-02; (b) All requests for expenses relating to purchase of supplies and services shall be submitted to the Part-time Assistant on the Payment Request Form with the supporting documents; (c) Every payment request shall indicate the budget account to be charged ; (d) A payment request shall not be approved by the requestor but shall be approved by another authorized person after review; (e) All payment requests shall be routed to the City of Dover Director of Finance by the Part-time Assistant for processing and payment; and (f) An expense of less than $30.00 shall be paid out of the petty cash account, but all other payment requests shall be processed according to the Purchasing Policy and Guidelines of the City of Dover.

ARTICLE VIII - SAVINGS ARTICLE

SECTION 1.
If any part or section of these Bylaws is determined to be unlawful or unconstitutional, the remaining parts or sections of these Bylaws shall remain in force and effect.

Adopted: September 6, 2002
Amended: December 15, 2004

City of Dover

November 1, 2011

Mr. Roy Sudler, DHRC Chairman
[redacted]

Dear Chairman Sudler:

With increasing staff vacancies, and in consideration of current hiring limitations, Council President Leary requested members of Council and City Staff to explore possible inefficiencies within City of Dover committees, commissions, and boards. Some boards appear to serve like purposes and others have become obsolete; therefore, the Legislative, Finance, and Administration (LF&A) Committee is considering whether any groups can be consolidated or eliminated.

During their Regular Meeting of October 10, 2011, members of City Council considered and approved the LF&A Committee recommendation of September 26, 2011, that the Dover Human Relations Commission (DHRC) be retained and that the Commission itself conduct a review and report back to the LF&A Committee within three (3) months with suggestions to make operations more effective. This matter is scheduled for review by the LF&A Committee on January 9, 2012. Please submit a report of the Commission's finding to the City Clerk's Office by 12:00 noon on Friday, January 6, 2012, to be included in the committee packet.

Additionally, an annual report of DHRC accomplishments and a summary of its recommendations for 2010 has not been received by the Mayor and City Council. This report should be submitted to the City Clerk's Office, so that it may be scheduled for review by City Council. Please keep in mind that the annual report for 2011 will be scheduled for review by City Council in February 2012.

Should you have any questions or require additional information, please contact the City Clerk's Office at 736-7008.

Sincerely,

Traci A. McDowell

Traci A. McDowell, CMC
City Clerk

TAM/dld
S:\Correspondence\Council Meeting\2011\10-10-2011 - Review, Consolidation, Elimination of Dover Human Relations Commission.wpd

cc: Mayor and Council
Dover Human Relations Commission

CITY OF DOVER CODE OF ORDINANCES

Chapter 58 – Human Relations

Article II. Human Relations Commission

Sec. 58-31. - Purpose.

The city council has deemed it to be in the best interest of the city to establish a human relations commission to include members who are broadly representative of the entire community and who are committed to a philosophy of inclusion, intergroup cooperation, and fair treatment that will effectively help the city meet the following 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.

(Code 1981, § 2-16; Ord. of 2-11-2002)