DOVER HUMAN RELATIONS COMMISSION

A G E N D A

May 25, 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 - April 27, 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. Discussion - Chapter 58 - Human Relations

7. Chair's Report *(Sudler)*

8. Committee Reports
   A. Intake Screening/Hearing(s) *(Britt)*
   B. School Programs *(Wasfi)*
   C. Community Programs *(Allen-Pyne)*
   D. Assessment *(Edamatsu)*

9. Unfinished Business
   A. Mental Health Forum Update - Letter to City Council
   B. Annual Report
   C. Review of By-Laws, Articles I-III

10. New Business

11. Suggestions for Agenda Items for Future Meetings
    A. Next Regular Meeting - June 22, 2011 at 7:00 p.m.

12. Announcements

13. Adjournment by 9:00 P.M.

/dd
S:\AGENDAS & MINUTES\Misc-Agendas\HUMAN RELATIONS\2011\05-25-2011 DHRC.wpd

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 APRIL 27, 2011
CITY HALL COUNCIL CHAMBERS

Present: Chair Roy Sudler, Jr., Ellen Wasfi, Dawn Allen-Pyne, Lee MacCallum, George Steele, Maisha Britt, and Phyllis Edamatsu arrived late.

1. **Meeting Called to Order/Roll Call** at 7:00 P.M.
2. **Moment of Silence**
3. **Agenda Additions/Deletions** Ellen Wasfi made a motion to approve the agenda, and Maisha Britt seconded. The agenda was approved.
4. **Adoption of Minutes – November 17, 2010 and February 23, 2011** Lee MacCallum made a motion to adopt the minutes and Ellen Wasfi seconded. The motion carried and the minutes were adopted without changes or corrections.
5. **Comments from the Community** No one was present to comment at this time.
6. **Chair's Report** Mr. Sudler had no report at this time.
7. **Committee Reports**
   A. Intake Screening/Hearing(s) Maisha Britt had no intakes and no report.
   B. School Programs Ellen Wasfi was unable to schedule a meeting with her contact at the school, and had no report.
   C. Community Programs Dawn Allen-Pyne had made contact with the manager of the Kent County Community Action building to see if a community meeting could be held there. She is waiting to check schedules.
   D. Assessment Phyllis Edamatsu is working on compiling her assessments from the surveys from the special forums.
8. **Unfinished Business** Mental Health Forum Update, from May 26, 2010. Ellen Wasfi went over a draft of the letter that the Commission was preparing for the City Council. She said she would e-mail her revised wording to the commissioners. She recommends that DHRC should ask the City Council to do some investigating into the concerns presented by those attending the Forum. Maisha Britt made a motion to postpone the discussion on the Mental Health Forum until next meeting. It would be necessary for the new Commissioners to have some time to study the Minutes from the Forum, before they could discuss it. Dawn Allen-Pyne seconded the motion, and all voted in favor. Chair Sudler asked all the Commissioners to be prepared at the next meeting.
9. **Community Comments** At this time DHRC had 2 visitors from DSU. Miss Jocelyn Sudds is a junior at the University, and Miss Shaina Hollingsworth also a junior. They were attending the DHRC meeting to see what the Commission does so they could write a report for one of their classes. Dawn

Allen-Pyne gave them some information about DHRC and Ellen Wasfi referred them to the City's Web Site for more information.

10. **New Business**

A. Annual Report Is due by May 13, 2011. Chair Sudler needs any information from fellow commissioners as soon as possible.

B. Commissioner Steele's e-mail was read and discussed. The DHRC will present recommendations to the City Council, based on input from the community outreach meetings.

C. Review of By-Laws, Articles I-III Article I section 5 removal of officers. Lee MacCallum made a motion that a letter be drafted by Chair Sudler requesting clarification from City Council regarding the re-appointment of Commissioners. A 60-day time limit should be set following the February deadline for the City Council to re-appoint Commissioners. Otherwise the Commissioners shall be considered re-installed. Maisha Britt seconded the motion all voted in favor and the motion passed. Chair Sudler will draft the letter and e-mail it to the Commissioners for their review. The section of Article I about term limits was up next for discussion. DHRC may have to add 2 more sections. Lee MacCallum made a motion to add to section 4 of Article I "All officers of the Commission will be elected to office by secret ballot, by a majority vote, for a term of one year." Dawn Allen-Pyne seconded this motion and all were in favor, so the motion carried. Ellen Wasfi made a motion to wait on further discussion of Article I section 5 until the city attorney comes to the meeting next month. Maisha Britt seconded and the motion carried.

11. **Agenda Suggestions for Future Meetings** Ellen Wasfi suggested that DHRC discuss Native American issues.
12. **Announcements** Phyllis Edamatsu went to Dover Cultural Exchange's "Power of One" celebration and fundraiser at the Dover Art League. They raise funds for building libraries and schools in poor areas around the world. She also talked about the Peace Train, which performs music to communicate peace rather than violence. Peace Train will be at the African American Festival in June. The League of Women Voters had a meet the candidates night before the City Council elections in April, and they will host another meet the candidates for school board night on May 4th at the William Henry School Library from 6:30 to 8 P.M. On April 30 there will be a March of Dimes walk at Silver Lake. May is Asian American Month.
13. **Adjournment of Meeting** was at 9:15 P.M.

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)

Sec. 58-32. Established; composition; appointment; representation; holding other office; removal from office; terms of office; vacancies; reappointments.

(a) Established. There is hereby established an advisory commission to be known as the "City of Dover Human Relations Commission," to carry out the objectives as described in this article.

(b) Composition; appointment. The commission shall consist of 15 members, all residents of the city. Five of these members shall be appointed by the mayor and confirmed by the city council. Ten of these members shall be appointed by the president of the council, based upon recommendations from the council and confirmed by the council.

(c) Representation. In selecting the membership of the commission, the mayor and president of the council and the council shall take particular care to ensure that the commission is broadly representative of racial, religious, gender and ethnic groups residing in the city.

(d) Holding other office; removal. No member of the commission shall hold any elected or appointed office under the government of the United States or the state, county, or city. The mayor or the city council president may remove members of the commission, with the concurrence of the city council, for substantial neglect of duty, or gross misconduct in office.

(e) Terms of office; vacancies. A member of the commission shall be appointed for a term of office of three years and until his successor has been appointed and has qualified. The appointees shall be appointed for staggered terms of office. When a vacancy occurs in the membership of the commission, it shall be filled by appointment for the unexpired portion of the term in the same manner as the original appointment.

(f) Reappointments. Members may be reappointed.

(Code 1981, § 2-17; Ord. of 2-11-2002; Ord. No. 2010-23, 8-23-2010)

Sec. 58-33. Organization; quorum; meetings; rules of procedure; limitation of functions; agreements; compensation; legal counsel; reports.

(a) Organization. The human relations commission shall annually elect its own chairperson to preside over its meetings and may create and fill such other offices and committees among its members as may be found necessary and proper for its effective organization.

(b) Quorum. A majority of the membership of the commission shall constitute a quorum and, if a quorum is present, a vacancy on the commission shall not impair the right of the remaining members to exercise all the powers of the commission.

(c) Meetings. The commission shall hold such meetings as may be deemed necessary for the completion of its purposes, responsibilities and functions. Regular meetings shall be held at least once per month unless there is no business to be considered by the commission. Special meetings may be called by the chairperson or three members of the commission.

(d) Rules of procedure. The commission is also authorized to adopt rules of procedure for the conduct of its meetings.

(e) Functions limited. The commission shall not involve itself in activities or functions already assigned by law or decree to other governmental bodies.

(f) Agreements. The commission may enter into agreements and build partnerships with other entities and organizations for the purpose of more efficiently and effectively carrying out its responsibilities.

(g) Compensation. Members of the commission shall receive no compensation.

(h) Legal counsel. The city solicitor shall provide legal counsel to the commission and shall be the legal representative of the commission in connection with its duties hereunder, on a case-by-case basis, or determine that outside counsel is needed and obtain such outside counsel for a particular matter.

(i) Reports. The commission shall make such reports to the mayor and city council as shall be periodically necessary. An annual report of its accomplishments and a summary of its recommendations, as appropriate, shall be sent to the mayor and the city council.

(Code 1981, § 2-18; Ord. of 2-11-2002)

Sec. 58-34. Expenses.

(a) Budget. The city council may appropriate a budget for the city human relations commission to provide for necessary expenses and expenditures.

(b) Other funding. The commission may also receive funding from other governmental, philanthropic or private organizations for the exclusive purpose of carrying out its responsibilities.

(Code 1981, § 2-19; Ord. of 2-11-2002)

Sec. 58-35. Conflicts of interest.

If any member of the human relations commission concludes that he has a conflict of interest with respect to a matter which is pending before the commission, that member shall disqualify himself from participating in any deliberations, discussions and decision making processes of the commission.

(Code 1981, § 2-20; Ord. of 2-11-2002)

Sec. 58-36. Powers and duties.

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

(1) Recommendations. Review city programs, activities, functions and ordinances, and make recommendations to the city council for new, amended or changed programs, functions, activities or ordinances which would support inclusiveness and civility among city residents and enhance communication and understanding among residents of the city;

(2) Intergroup conflicts. Inquire into incidents of intergroup conflicts and disputes within the city and take such action as may be designed to alleviate such conflicts and disputes;

(3) Intergroup cooperation. Promote and encourage communications between and cooperation of all groups interested in bettering human relations in the city;

(4) Complaints. Seek the active assistance of the state human relations commission in the solution of complaints of alleged discrimination which fall within the jurisdiction of the state commission;

(5) Research, education, etc. Engage in such research, education and advocacy as, in the judgment of the commission or the city council, may be needed to improve human relations in the city;

(6) Programs. Develop and maintain programs that build positive relations among communities and enhance problem-solving skills among residents throughout the city;

(7) Other functions. Do all other acts and deeds necessary and proper to carry out and effectively accomplish the objectives, functions and services contemplated by the provisions of this article.

(Code 1981, § 2-21; Ord. of 2-11-2002)

DOVER HUMAN RELATIONS COMMISSION
Minutes for May 26, 2010
Dover Police Headquarters

PRESENT: Dr. Samuel Hoff, Chair, Mr. Gregory J. Bunkley, Vice Chair, Ms. Dawn Allen-Pyne, Mr. Paul Fleming, Mr. Mark Monroe, Mr. Roy Sudler, Jr., Ms. Ellen Wasfi, Mr. Ivan Finney, and Dr. Phyllis Edamatsu.

The Public Forum on Mental Health was called to order at 7:08 pm. Various Professionals in the field of Mental Health were present, as well as members of the community and people who have issues with the system. Chair Hoff opened by asking each one present to introduce themselves and say a few words about what brought them to this meeting.

After the introductions, Chair Hoff asked the members of the Mental Health Care Profession who were in attendance to give a brief account of their various services. He stressed the need to obtain testimony, views, and input from the community as well as from the professionals in order to open the lines of communication and dialog between the two groups.

The first speaker was Jim Lafferty from the Board of Mental Health. He agrees how important it is to have these forums, and reminded us of how we cannot separate mind from body. He feels that mental and medical health should be integrated. He discussed how the age of onset of many mental illnesses begins around age 14, but is not diagnosed and treated until age 24.

Speaker # 2 was from the Division of Substance Abuse. They are on call 24 hrs for Kent & Sussex Counties. They provide emergency intervention for mental problems, drug problems, situational, suicidal and substance abuse problems. They aim for prompt, empathetic help in situations of bizarre behavior, stress, family conflict, and they provide assistance and assessment.

Speaker # 3 was from The National Alliance on Mental Illness (NAMI). They educate and advocate and assist in suicide prevention. They work in the schools to reach the students and provide social workers and councilors. The new military initiatative to help vets was discussed. More military personnel die of suicide than in combat.

Next we heard from Morris Phinnessee of PSI Dover. He helps kids that are in trouble and their families. The State has cut services for mental counseling, so the therapists now go into the schools and talk directly to the kids. They treat depression, adjustment disorders and help kids resist peer pressure to do drugs. Kids show onset of mental illness at age 14, and PSI has helped drug abusers in their Bridges Program, helped sex offenders in re-entry programs. The adult programs they run help people coming out of hospitals and jails get outpatient care, housing, jobs, and benefits.

The comments from the community were heard next, once the professionals were done with their presentations.

Rev. Butler spoke up about his issues concerning his son's treatment. His son had an apartment and developed serious side effects from some of his court ordered meds. Rev. Butler claims that the psychologists over-medicated his son and used "polypharmacy" to treat his son's disorder. He was even put in restraints and moved against his will to a house in Wilmington. He feels that his son was discriminated against because of his mental illness. He also said he thinks there is a conspiracy and a monopoly on housing and care, and he fears that his son is being denied services because of the complaint filed by Rev. for his son.

Norberto David Geluz spoke next and told how there is not enough money to properly staff and train counselors in these institutions. He hopes the DHRC may be able to get some answers as to why some patients died while being housed by the state. He described how frustrated he is trying to get satisfactory housing and treatment for his stepson.

A woman from the community spoke next about her desire to get help for herself and her daughter. She heard about NAMI at her church, and came to the forum to get information on treatment for her daughter who has ADHD and who is suicidal.

Rev. Butler's son spoke about his doctors putting him on polypharmacy. He feels that the doctors need to communicate with each other about what drugs they are prescribing and what interactions they are causing. He would like to see more counseling and less drugs in his treatment. He also voiced his concern that his brother was treated unfairly and was being retaliated against for the complaint his father had filed in his behalf.

A response to these fears came from one of the mental health workers who said that unfortunately, funds are being cut from the budgets of the care facilities and caregivers are strapped for time. They do not discuss the various cases with the other doctors. They all have too many patients and too few doctors. She hopes that the patients can participate more in their own treatments, or that they should say no to treatments they don't want.

The next person to come forward was a man who lost his father some time ago, but had difficulties with the staff who cared for him during the end of his life. His father was considered a "troublemaker" by the staff at the nursing home, and his human rights were violated. This man felt these care givers should be held accountable for their bigotry and complacency.

Another man from the community was a patient in the system in Dover. He discussed how he was put into an apartment with a roommate who pulled a knife on him. He stated that he filed a complaint with the State DHRC and got no reply. He went on to agree with some of the others that it's difficult to get any answers or cooperation.

Kim Butler pastor Butler's sister, spoke next, and she told how she was appointed guardian for her nephew. She went through programs to get educated about the mental illness her nephew has. She said that it turned into a nightmare trying to get the help he needed for his mental illness. She ran into people in the system who were not trained on how to deal with mental illness. People like Kim who try to advocate for them become the "bad guys" and the patient is pushed aside. She saw where the mental illness was used against the patient.

Mr. Butler's grandmother spoke up next and said she thinks the mentally ill should be able to get a second opinion, just like regular patients. She taught school for years and saw many kids who were problematic. The schools would not tolerate this bad behavior and sent the kids home. She could see how their parents were getting confused and frustrated, and how they needed help to deal with their kids and understand their illness.

In conclusion, Chair Hoff summed up the meeting by saying that DHRC held the forum in the community to gather information. The Commission will discuss all the aspects of these issues and concerns and come up with cogent and cohesive recommendations to the Dover City Council. DHRC serves as a clearinghouse that links groups and individuals. The Commission will take into account the issues of resources, the lack of counselors and funds, issues of treatments for kids, and for adults and serve as a nexus between mental and medical communication and lack thereof. Nobody's perfect, and the Commission is looking at mental illness as a continuum on the road to mental wellness. The time to act on these issues is now, and DHRC hopes to initiate the process.

The meeting was adjourned at 10:00pm.

CHAIRMAN'S REPORT - DHRC

Submitted By: Roy Sudler, Jr.

January 19, 2011

REVIEW OF RECOMMENDATIONS & ACTIONS

Submitted to: Kenneth Hogan – President, Dover City Council

Submitted by: Dr. Samuel Hoff – Emeritus Chairman of DHRC

Dated **July 19, 2010**

CHAIRMAN'S SUDLER'S OVERVIEW OF MENTAL HEALTH

RECOMMENDATIONS FOR ACTION:

In Dr. Hoff's letter dated **July 19, 2010** to City Council President – Kenneth Hogan, there are two concerns that I have in regards to the content of the letter. I agree that the mental health forum was very informative for the commissioners, community, and mental healthcare providers. The participants who spoke at the forum were very passionate about there issues involving housing, administration of medicine and human rights for individuals who have mental illnesses. As the commission prepares to move forward with recommendations for action, I would suggest that the commission conduct a fact finding epoch that provides more data to support the allegations of unfair treatment in mental healthcare services.

CONCERNS:

I. Items numbers **1, 4,** & 8 imply that we have factual data to support the validity of these statements.

1). Lack of coordination between stages of treatment for mental illness

4). Inadequate training of some workers in the mental health field

8). Overall lack of transparency and accountability in regulations about treatment of patients

II. When did the commission vote to forward Dr. Hoff's letter to the Dover City Council with deletions or additions made after the initial drafting of the letter??

Dover Human Relations Commission

RECEIVED
JUL 19 2010
OFFICE OF THE CITY CLERK

July 19, 2010

Hon. Kenneth Hogan
President, Dover City Council
c/o City Hall, Dover, DE 19903

Dear Council President Hogan:

On May 26, 2010, the Dover Human Relations Commission (DHRC) held a Mental Health Forum in the Community Meeting Room at Dover Police Headquarters. This event followed a proclamation, May as Mental Health Month, which was unanimously approved by the Commission and issued by Mayor Carleton Carey. Please find enclosed copies of the proclamation and meeting minutes.

The stated purpose of the forum was to share experiences, concerns, knowledge, and information about mental health issues. The event included professionals representing advocacy and treatment organizations in the mental health field, such as PSI-Dover, the Delaware Board of Mental Health, the Division of Substance Abuse for the State of Delaware, and the National Alliance on Mental Issues. Additionally, both individuals and families from the Dover community attended.

Unquestionably, the forum uncovered a number of challenges facing the mental health field; these are outlined below:

(1) Lack of coordination between stages of treatment for mental illness;

(2) The need for augmented mental health services, particularly for specific groups like students and military veterans;

(3) Concern over violation of the rights of patients undergoing treatment, including but not limited to unauthorized restraining of patients, denial of medicine, and failure to inform caregivers or guardians about changes in patient care;

(4) Inadequate training of some workers in the mental health field;

(5) Insufficient financial resources furnished to organizations and agencies offering mental health services;

(6) Difficulty in locating information about various mental illnesses and

in securing assistance for same;

(7) Regional disparities in mental health treatment;

(8) Overall lack of transparency and accountability in regulations about treatment of patients.

As a path forward in addressing the aforementioned problems, the Commission recommends that several actions be taken:

(1) Keep promoting the message that mental health is attainable;

(2) Institutionalize annual events concurrent with May as Mental Health Month;

(3) Simplify and expand outlets which provide information about mental health facilities, services, and treatment;

(4) Appointment of a mental health ombudsman, who could serve as a conduit between local, county, or state government agencies on the one hand and professional groups and patients on the other hand;

(5) Revision of present procedures which unfairly penalize the caregiver/ guardian of patients undergoing treatment;

(6) Establishing a method of acknowledging and rewarding individuals and groups which initiate projects aimed at treating or preventing mental illness or promoting mental health;

(7) Regular evaluation of performance of mental health staff and continuing education opportunities for same;

(8) Educating police about mental illness and how to properly handle individuals displaying such traits;

(9) Creating a method for persons to report wrongdoing or violation of regulations in the mental health field and ensuring protection for them.

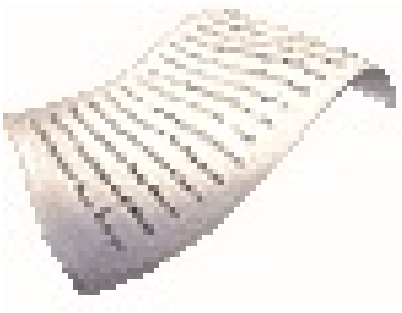
The Commission appreciates the participation of Councilman Thomas Leary at the mental health forum. With the commitment of City Council as a whole, this issue will receive the attention it deserves and the improvements necessary. Thank you for your attention and consideration. We await your response.

Sincerely,

Samuel B. Hoff, Ph.D.
DHRC Chair

xc: Members of Dover City Council
Members of Dover Human Relations Commission

REMINDER





A copy of the DHRC By-Laws was provided to members in their March 23, 2011 packet.

Please remember to bring your copy with you to each meeting, until the Review of the By-Laws is complete.

- City Clerk's Office