DOVER HUMAN RELATIONS COMMISSION

A G E N D A

REVISED TO REMOVE ITEM #6 - DISCUSSION - CHAPTER 58 - HUMAN RELATIONS

April 27, 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 - November 17, 2010
   - February 23, 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

10. New Business
    A. Annual Report (Due by May 13, 2011)
    B. Discussion - E-mail from Commissioner Steele Regarding February 23, 2011 Community Meeting
    C. Review of By-Laws, Articles I-III

11. Suggestions for Agenda Items for Future Meetings
    A. Next Regular Meeting - May 25, 2011 at 7:00 p.m.

12. Announcements

13. Adjournment by 9:00 P.M.

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

DOVER HUMAN RELATIONS COMMISSION
MINUTES OF NOVEMBER 17, 2010
CITY HALL COUNCIL CHAMBERS

Present: Dawn Allen-Pyne, Maisha Britt, Ellen Wasfi, Chair Roy Sudler, Jr., Lee Mac Callum, Vice Chair Willie Jones, Catherine Gregory, and Phyllis Edamatsu arrived late.

I: The meeting was called to order at 7:12 p.m. and there was a moment of silence.

II: There was a motion by Willie Jones to approve the agenda. Lee Mac Callum seconded it, all were in favor, and the motion passed.

III: There was a motion by Lee Mac Callum to approve the minutes for the September 22, 2010 meeting, and for the October 27, 2010 meeting. Ellen Wasfi made corrections to her name on the October minutes, and corrected the wording of the section about her nomination by Mr. Finney. Lee Mac Cullum corrected the spelling of his name. Maisha Britt moved to accept the minutes as corrected, and Helen Wasfi seconded, and all were in favor.

IV: There were no members of the community present for comments.

V: Chair Sudler produced a copy of his Chair's report and read it to the Commission. He wants to carry on all of the DHRC activities with transparency and he wishes to keep all of the commissioners informed and up to date.
Ellen Wasfi discussed the FOIA, (Freedom of Information Act) for the members of the Commission. Maisha Britt was asked to assist the Chair in using "Roberts Rules of Order" to keep the meetings running smoothly. She offered to look into booklets and a DVD for the commissioners to refer to. Ellen Wasfi thought that the DHRC should not be taking orders from the City Council, but Catherine Gregory felt that DHRC should not be adversarial and should take their suggestions, discuss them and report back to the City Council. Phyllis Edamatsu reminded the Commission that DHRC is an advisory board to the City Council, not visa versa. There was also some discussion of having study circles for the commissioners in order to sensitize them to their jobs on the Commission. For informational purposes for the new members on the Commission, there was a discussion of how the Commission is supposed to deal with a complaint from a citizen by using the Intake Form and then having a hearing.
The Commissioners decided to begin their annual Bylaws review. Ellen Wasfi made a motion to conduct a review of an article each month. Maisha Britt seconded the motion. Catherine Gregory suggested that a schedule be made up so that all the Commissioners will know ahead of time what articles will be discussed, and will have read and submitted their input to the Chair before the meeting. She agreed to make the schedule and bring it to the December meeting. Ellen Wasfi made a motion to add the amendment, Willie seconded, and all approved the motion.

VI: Committee Reports:

A: School Programs: Ellen Wasfi reported that she has been having difficulty getting her study circles on racism and race relations implemented in Dover High School. She said that the school staff, faculty and students initially were enthusiastic, but coordinating everyone's schedules is a problem.

B: Community Report: Chair Sudler reported that he has arranged to have the next Community Outreach Meeting at the Boys and Girls Club at Simon Circle Dover. Ellen Wasfi described the purpose of the meetings, so the new commissioners could get a feel for what to expect. DHRC conducts these community forums to see what the people need or what concerns they have. At the close of the report, Chair Sudler stepped down as head of the committee, and asked if anyone would like to take over. Commissioner Dawn Allen-Pyne volunteered to head up the committee, and Catherine Gregory said she would help.

VII: Welcome New Members: Chair Sudler asked for volunteers to fill the vacant positions left open. Maisha Britt took the position of Intake Screening Chair.

VII: Next Community Meeting: To be held on January 26, 2011 at 6:30 pm at the Boys and Girls Club. Chair Sudler will finalize the arrangements.

IX: New Business; Announcements: There will be a Commemorative Breakfast on Martin Luther King Jr. Day in January at the Modern Maturity Center, 6:00 am. Commissioners who want to attend and sit together at a table will be able to buy tickets soon from Willie Jones.
Ellen Wasfi was honored by the League of Women Voters of Kent County with the Flame of Democracy Award.

The next meeting of the DHRC will be on December 15th.

Meeting was adjourned at 8:45pm.

Attachments
Attachment #1 - Chair's Report - Dated November 15, 2010
Attachment #2 - Community Programs Report

CHAIRMAN'S REPORT - DHRC

Submitted By: Roy Sudler, Jr.
November 15, 2010

I. MEETING WITH CITY COUNCIL MEMBERS

Purpose:

a. To develop a better understanding of each council member's perception of the DHRC and to discuss strategies and ideas to help strengthen our alliance

b. To discuss the commission's strengths, weaknesses, opportunities and mission statement for the navigation of the DHRC

c. To discuss ways to empower the DHRC [**Training for Commissioner's**]

GROUP A.

Council Members:		**Date:**	**Time:**	**Location:**
Mayor of Dover	Carleton Carey, Sr	11 / 4 / 2010	3:30 p.m.	City Hall
President of Council	Kenneth Hogan	11 / 4 / 2010	3:30 p.m.	City Hall
Beverly Williams	1st District	11 / 1 / 2010	10:00 a.m.	801 Agency
Reuben Salters	4TH District	11 / 11 / 2010	1:00 p.m.	Phone interview
Sophia Russell	4TH District	11 / 15 / 2010	8:25 a.m.	Modern Maturity

Group A.

The majority of concerns from Group **A.** consisted of the **DHRC** simply being utilized as a resourceful tool for dissolving conflict and unfair treatment among all citizens of Dover, not dissention. Most of the council members interviewed in group **A**; suggested that the DHRC orchestrate more social events and activities that would encourage other ethnic groups to interact with each other on a more consistent basis. When I asked about additional training for the commissioners and implementing a mediation process into the flowchart, about **100%** from group **A.** were in support of that idea and suggested other forms of training as well. Foya and Robert's Rules of Order were mentioned as additional training available for the commissioners. I will interview Group B. in December **2010.**

Notation: Once the Chairman and, or Vice – Chair have met with all council members a report will be submitted to the commissioners for discussion

CHAIRMAN'S REPORT - DHRC

Submitted By: Roy Sudler, Jr.
November 15, 2010

II. COMMUNITY CALLS:

On 10 / 29 / 2010 @ 10: 30 a.m. Rev. Butler called me to thank the **DHRC** for orchestrating the Mental Health Forum, which resources and information from all the mental health agencies have helped him to resolve certain issues and concerns that effect him and his two sons on a daily basis.

Rev. Butler expressed that he would send the DHRC a letter in reference to his concerns and issues being addressed at this time **[Close-out letter]**

On 11 / 8 / 2010 @ 8:45 a.m., I received a phone call from the **Delaware State Humans Relations Commission [Mr. Paylor]** in reference the status of Mr. Ntosake's hearing \ appeal. I advised Mr. Paylor that the DHRC encouraged Mr. Ntosake to file an appeal with the city of Dover,s Board of Adjustments/ Appeals. Mr. Paylor asked that we keep the State Humans Relations Commission updated with the results of Mr. Ntosak's case.

On 11 / 11 / 2010, @ 2:30 p.m. I met with Mr. Ntosake to discuss the nature of his concerns and to continue to encourage him to follow the City of Dover's Appeal Process according to the Planning & Inspection Codes. Mr. Ntosake expressed that he was eager to resolve the housing violations but had limited financial resources and not enough time to be in compliance with the code enforcement officer's summons.

In closing of our 2 hour meeting with Mr. Ntosake, he said that by **11 / 1 9 / 2010,** he would call Mrs. Ann Marie Townsend to request an appeal of the summons and citations issued to him by Mr. Edward Graves, Jr.- Code Enforcement Officer for the City of Dover's Planning & Inspections Division.

III. CONCERNS OF CITIZENS:

Recently, I have talked with numerous senior citizens and homeless individuals who live in the **4th** and **3rd** district who are having great difficulties applying for a job. In **2010,** the majority of job applications are on-line only, which appears to exclude the citizens of Dover who are not computer literate. I believe that if most businesses would have an off-line application assessable, then it may increase the employment rate and help to decrease the criminal activity in the city of Dover.

IV. INTAKE FORM SUBMITTED TO DHRC:

On 11 / 3 / 2010 @ 2:30 p.m., an intake form was filled out by a citizen of Dover involving an alleged wrongful termination of employment claim among a handicap individual. The intake form along with notations will be submitted to the new Chair of Intake / Screening for the DHRC.

CHAIRMAN'S REPORT - DHRC

Submitted By: Roy Sudler, Jr.
November 15, 2010
SUGGESTIONS:

1. **DHRC** orchestrate a workshop that addresses the dynamics of appealing an alleged wrongful termination claim against employers.

2. To develop a strategy to assist all citizens who are not computer literate to receive a fair opportunity to compete in today's job market.

CHAIR OF COMMUNITY PROGRAM'S REPORT

Submitted By: Roy Sudler, Jr.
Final Report as Chair of Community Programs 2010

On 11 / 8 / 2010, I contacted Miss. Denise Deputy who works for the Emergency Crisis Prevention Agency in reference to a presentation on Situational Depression, which was mentioned in our Mental Health Forum – 2010. Miss. Deputy expressed that she would be available upon our request. Miss. Deputy can be reached @ **[302] 697.2690** or **422.1355** 6p.m. – until?

On 11 / 4 / 2010, I called the **Boys & Girls Club @ Simon Circle Dover, DE,** to see if we could have our outreach meeting in their community. I spoke with Mr. Darryl Tingle Director of the Boys & Girls Club and he was very much interested in the DHRC conducting a meeting at their site.

When the commission has decided on the next date for our outreach meeting in the community, then I will contact Mr. Tilghman and confirm the availability of that date proposed.

At this time, I will relinquish my position as Chair of Community Programs in order to allow another commissioner the opportunity to serve as Community Chair. I thank my fellow commissioners for allowing me the opportunity to serve as the Chair of Community Programs since **2004** to **2010**.

Thank you,

Commissioner -Roy Sudler, Jr.

DOVER HUMAN RELATIONS COMMISSION
MINUTES OF FEBRUARY 23, 2011
SIMON CIRCLE BOYS & GIRLS CLUB

PRESENT: Commissioners Dawn Allen-Pyne, Chair Roy Sudler, Jr., Vice Chair Willie Jones, Ellen Wasfi, George Steele, and Phyllis Edamatsu.

Chair Sudler opened the meeting at 6:30 pm with a moment of silence. Then he told those assembled that the DHRC was convening this meeting to listen to and learn from the community, assist where possible, and then transmit the concerns to the City Council. He briefly outlined the charge of the Commission and told people they would have 3 minutes to relay their ideas.

Darlene Piper began the discussions with her concern about her Dover Electric costs. She feels that people who are low income, seniors, vets, and disabled should be assessed a lower deposit for utility service. She also stated that she was treated discourteously when speaking on the phone to a representative at the Utility Office.

Rosie Richardson was also concerned about the high cost of her utilities. She agreed with Ms. Piper that the elderly and low income like she are hardest hit.

Jeremy Kopp spoke next to the Commission about his problem finding housing after being released from serving time as a sex offender. He said that landlords do not want to rent to him, or the only units offered are below standard and unfit to live in.

Tiya Handy spoke about having problems with high utility bills, and having her hours at work cut back. She came to the meeting to see if she could find help.

Pastor Gregory Gordon Sr. told the Commission about his new ministry opening up on March 5 at the Salvation Army. He provides breakfast, and presents his "Man as the Head of the Family" sermons. He is challenging men to stand up and take responsibility in their families as fathers and leaders.

Pilar Figuerda expressed concern for the Hispanic community in Dover. She knows people who work in local restaurants who are treated unfairly but who are hesitant to report these abuses because they are afraid of being investigated by the INS or deported. She equates their plight to modern slavery.

Commissioner Ellen Wasfi advised her to get a group together and go to the Dept. Of Labor. She also advised Ms. Pilar that she would be a good person to articulate the concerns of the group, and that they would have more clout if there were several people voicing the same complaints.

Gerald Rocha brought up his fear about the impact of gang related lifestyles and activities on his students. He sees them fascinated with gang symbols, clothes, and graffiti. He sees the problem is becoming serious, and we have to admit it. Dover is a small enough community that we should be able to intervene and keep kids away from gangs. He feels schools should build an environment conductive to learning, not just baby-sitting the kids.

Commissioner Dawn Allen-Pyne felt students should be held responsible for their own actions, not just the parents or teachers.

Donald Hacket commented that if Delaware is the first state, why is it so poor? Dover is the state capitol but it seems that no money is allocated to fund parks or activities for kids.

Councilman Tom Leary stood up to share some information he had about the new Dover Boys & Girls Club, which is being built out by Shutte Park. The City is moving forward with plans, which include a pool. Also he added that if anyone is treated unfairly by Dover Electric to call his or her councilman for resolution.

Councilman Gene Ruane arrived late but just in time to report on the new Dover Public Library. He described the teen loft designed to help teens study and work on homework. He thinks the library will be a safe place for kids to gather and keep them away from gang activity. There will also be a job center in the basement where the Dept. Of Labor will offer help for job seekers.

Chair Sudler acknowledged Brian Lewis in the audience and thanked him for his service on the DHRC. Then he moved on to adjourn the meeting, which closed at 8:00 pm.

Minutes taken and submitted
by MARY WALSON

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

Devine, Denise

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.

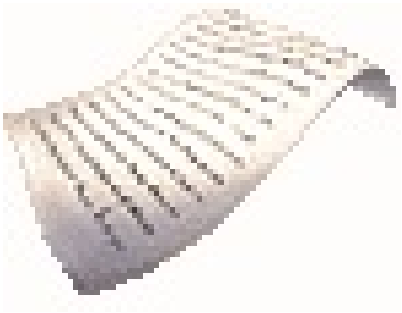
4. May I suggest the Commission urge the City to employ a grant writer to take advantage of federal grants to assist the youth within our city and surrounding areas? It appears from the testimony of several attendees that there is no such activity taking place by the city at the present. Many of these 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

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