

Memo

To:	Russ Boggs, Gretchen Little, Josh Grubbs, Kia Hansard, Amanda Arbour, Amanda Carter, Valerie Carelock, Christi'an Yellowdy, Theo Braddy,
From:	Shaashawn Dial, Director Social Equity & Affirmative Action (staff liaison to the HHRC)
cc:	None
Date:	Typed March 1, 2018 approved March 12, 2018
Re:	February 21, 2018 Harrisburg Human Relations Commission (HHRC) Meeting Minutes

CITY OF HARRISBURG DEPARTMENT of ADMINISTRATION  
BUREAU of SOCIAL EQUITY & AFFIRMATIVE ACTION

Harrisburg Human Relations Commission (HHRC) February 21, 2018 Meeting Minutes  
Physical Meeting held in Emergency Operations Center (EOC), room number 213, of the Public Safety Building. Enter through main doors of the Rev. Dr. Martin Luther King, Jr. Building, 10 N. 2<sup>nd</sup> Street, Harrisburg, PA 17101, and come across the 2<sup>nd</sup> floor bridge.

In attendance: Valerie Carelock (VC), Amanda Carter (AC), Amanda Arbour (AA), Kia Hansard (KH), Josh Grubbs (JG), Gretchen Little (GL)/ Vice Chair, Russ Boggs (RB)/ Chair, Theo Braddy (TB), Christian Yellowdy (CY)

Absent: No one

Meeting called to order 5:51pm by RB, Chair, HHRC. Meeting started late because MLK building front door was locked and waiting on all commissioners to arrive to take a group photo by Syeda Tayyeba, Communications Assistant 1 / Graphic Design Specialist  
SD wished the Commissioners with February birthdays a blessed born day – Commissioner Grubbs (JG).

Vice Chair GL motioned to ‘adopt the agenda’ for the February 21, 2018 meeting. Motion was seconded by KH.

TB motioned to ‘adopt the minutes’ of the December 2017 meeting and January 2018 meeting. Motion was seconded by AA.

Chair RB asked if anyone was present for public comment. No one was present. No one signed in on the public comment sign-in sheet.

TB conducted a 15-minute facilitation on ‘stinkin’ – smelling and thinking, person first language, and increasing one’s self awareness of fear, bias, misinformation that able bodied people carry against persons with disabilities. Tips: eliminate ‘crippled’, ‘handicap’, ‘wheelchair bound’, ‘handicap sign’, ‘special needs kids’ from vocabulary. Example of people first language: ‘a person who is blind’. ‘A person who uses a wheelchair or has a missing limb’. ‘A plaque for people with disabilities’, ‘children with disabilities’. Commissioner Braddy, “I am much more than this wheelchair. I am more than the collection of symptoms.” Action steps: advocate within organizations to change paperwork and forms that use old outdated terminology. Commissioner Braddy, “Language does matter, it implies stuff and placed lid on that limits or has the potential to empower. I don’t want to oppress based on my ignorance. Challenge your thinking and be willing to admit what we don’t know.”

Tameka M. Hatcher, MBA, Administrative Officer III, Educational Outreach / Police Training Program Coordinator PA Human Relations Commission served as the guest facilitator. Ms. Hatcher reviewed the City of Harrisburg Ordinance from 1983 and amendment 2000 and the drafted in-take form. Ms. Hatcher recommended removing the age cap (70) from the document. Ms. Hatcher facilitated on discrimination trends (safety in schools and public accommodations), the historical context of the 1983 ordinance, the history of the PHRC, why the HHRC's work was important and the status of LGBTQ+ individuals locally, on the state level (sex stereotyping), and on the federal level. Ms. Hatcher complimented Commissioner Braddy on his facilitation and added a tip regarding language. Use "children in foster care not foster kids and parent of children in foster care not foster parent".

#### NEW BUSINESS

Chair RB updated the Commissioners on meeting that took place February 12, 2018 with Councilmen Ben A. regarding the HHRC's intended efforts to update language in the 1983 ordinance. Chair RB lead discussion regarding specific language updates within ordinance to reflect terminology advancement due to social movements. Ex. Sexual preference to sexual orientation, handicap to people with disabilities, add gender identity, add gender expression, change support animal to guide animal, and remove age cap of '70'. Commissioner Braddy encouraged SD to look up ADA for specific terminology definitions.

SD handed out Financial Interest Forms to each Commissioner and informed Commissioners they can fill out the hard copy and return to her.

Confidentially Forms will be drafted for the March 12, 2018, meeting for each Commissioner to sign.

Human Rights Campaign (HRC) Municipality Equality Index (MEI) work plan remains in progress. SD had a phone conversation with Collen, one of the two individuals responsible for conducting and publishing the HRC MEI, to gain insight and clarification on criteria for the five sections of the HRC MEI.

In organized efforts to use the HHRC to increase community engagement and education, each HHRC Commissioner volunteered to take a month and will plan an activity for the public with help from SD.

April: Commissioner Hansard

May: Commissioner Carelock

June: Commissioner Arbour

July: Commissioner Braddy

August: Commissioner Grubbs

September: Commissioner Yellowdy

October: Vice Chair Little

November: Commissioner Carter

December: Holiday gathering, thank you for service of the 2018 three one-year term Commissioners and welcome of new three one-year term Commissioners

Vice Chair Little will conduct the 15-minute facilitation during the March 12, 2018 meeting.

Chair Boggs requested Commissioners share community / public events they are aware of (email them to SD) so that the events can be listed on future agendas as an 'fyi' section. Commissioners were encouraged to attend the events their schedules allow.

Commissioner Carter asked SD if the HHRC has a logo for marketing / branding purposes. SD will research.

Next meeting date: March 12, 2018.

Meeting adjourned 7:36 pm