

# 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: May 7, 2018

Re: April 18, 2018 Harrisburg Human Relations Commission (HHRC) Meeting Minutes (Approved)

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

Harrisburg Human Relations Commission (HHRC) April 18, 2018 Meeting Minutes (meeting #5)

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: Amanda Carter (AC), Amanda Arbour (AA), Josh Grubbs (JG) via conference phone, Gretchen Little (GL)/ Vice Chair, Russ Boggs (RB)/ Chair, Christian Yellowdy (CY), Kia Hansard (KH), Shaashawn Dial (Staff Liaison)

Absent: Valerie Carelock (VC), Theo Braddy (TB)

Meeting called to order 5:39 pm by RB, Chair, HHRC.

Staff Liaison conducted alphabetical order roll call of Commissioners.

There were no Commissioner BORN days in April 2018.

Staff Liaison circulated two thank you notes for Commissioners to sign for Maureen and Annie, Interns of the LGBT Center of Central PA, who typed from scratch the existing City of Harrisburg

Non-Discrimination Ordinance in preparation for the Staff Liaison to make proposed updates. Commissioner Arbour hand delivered the Thank You notes.

Vice Chair Little motioned to 'adopt the agenda' for April 18, 2018 meeting. Motion was seconded by Commissioner Hansard.

Chairman Boggs opened the floor for public comment. No one was present. No one signed in on the public comment sign-in sheet. Chairman Boggs used wording obtained (by Staff Liaison) from observation of the City of Harrisburg City Council Legislative and Working sessions, "Courtesy of the floor. Do I have anyone present who wishes to share a public comment? If yes, please come to the center of the room and share your comment. Please limit your comment to a maximum of five minutes. Please make sure you sign the public comment sheet."

Chair Boggs asked if anyone had any follow up questions, feedback, comments on Vice Chair Little's Commissioner Facilitation from last month on, 'the intersections of isms via a transgender lived experience'. Commissioners thanked Vice Chair Little for the openness to share pieces of her lived experiences, observations and unique approach of using a clip of Dave Chapelle to start the facilitation.

Commissioner Arbour conducted a 20-minute facilitation on non-binary identities. She distributed color copies of a tool titled: Gender bread person version 3.3 that provides a visual explanation of the differences between concepts of biological sex, gender identity, gender expression, sexual attraction and romantic attraction. In addition, she shared a few findings from the 2015 National Center for Transgender Equality survey. Commissioner Arbour discussed how gender constructs can be limiting; shoving individuals into boxes with over simplified 'norms' and 'expectations'. Commissioner Arbour highlighted that language is evolving to describe identities that have always existed just did not have voice such as: non-binary, gender queer, gender fluid, and hundreds more. Commissioner Arbour shared the importance of using and asking for 'correct' not 'preferred' pronouns. She suggested getting in the habit of sharing one's pronoun and asking what pronoun someone uses as an act of checking our assumptions that arise from social programming and what the eye sees. To be intentional to share one's name and pronoun (including pronouns like 'they', 'them', in addition to 'she' or 'him), to not mis-gender someone is an action of an aspiring ally. Commissioner Arbour provided an example of how binary pronouns can limit ones' gender identity and/ or gender expression. Example, most of government forms ask to choose 'male' or 'female'. What if their legal identification is not congruent with their gender identity or gender expression? What challenges can this cause in employment, with law enforcement, and socially? Chair Boggs asked, what is the language equivalent to 'non-binary' in other languages. Vice Chair Little, shared the recent positive publicity Sesame Street (the tv show) received for introducing a character with autism, she suggested Sesame Street create a character who identifies as non-binary. Additional tips shared by Commissioner Arbour: (1) not saying ' hey guys or gals' instead using 'ya'll". Vice Chair Little shared a phrase she uses when announcing roller derby, "guys, girls, and non-binary pals". (2) When inviting someone who identifies as non-binary to speak at your organization, be sure to check that there is a gender inclusive bathroom for the comfort

and safety of the individual. (3) Strive to be 'gender inclusive' not 'gender neutral'. Commissioner Arbour ended with, "Mis-gendering is an act of violence – an act of invalidating identity."

Commissioners reviewed minutes from April 2018 meeting. Commissioner Arbour motioned to 'adopt the minutes' of the April 2018 meeting. Motion was seconded by Commissioner Yellowdy.

Staff Liaison, Shaashawn, presented the Staff Liaison Report. Shaashawn presented on seven items.

1. She provided an update on the HHRC banner she found, she is consulting with Syeda of the Communications Department for recommendations. It remains an option to take the banner to Signs and More on Cameron Street to possibly produce a sticker with current information. Commissioner Arbour suggested a solution may be to put Velcro numbers on top of it.
2. Shaashawn received confirmation from the Communications Department that they did not have an electronic file of the HHRC logo.
3. Shaashawn shared the content of a memo she sent in early March to the PA Human Relations Commission (PAHRC) regarding what zip codes the HHRC will serve. Consulting with Mr. Geoffrey Knight, Planning Director for the City of Harrisburg, we believe according to a Zip Code Boundary Map that the State or County produces ([https://www.zipmap.net/Pennsylvania/Dauphin\\_County/Harrisburg.htm](https://www.zipmap.net/Pennsylvania/Dauphin_County/Harrisburg.htm)), the city of Harrisburg has several zip codes, most are not entirely co-terminus with the city boundaries. The zip code list is: 17101 (entirely in the city), 17102 (entirely in the city), 17103 (not entirely within the city), 17104 (not entirely within the city), 17107 (there appears to be a small portion in the Uptown Shopping Plaza), 17110 (mostly out of the city), 17111 (mostly out of the city) and 17120 (Capitol and State buildings)
4. Shaashawn submitted the first draft of the City of Harrisburg (COH) Human Rights Campaign Municipal Equality Index Submission to HRC Thursday, April 12, 2018. In addition, she had a meeting with Blake Lynch, the new Community Policing Coordinator, Coordinator (formerly held by Dave Botero) on Friday, April 13, 2018. In that meeting Shaashawn provided an overview of the HHRC and shared the interest that many HHRC Commissioners possess to host/participate in panels, town hall meetings. In addition, Blake was presented with the HRC MEI Policing Liaison 1 page and HRC MEI Anti-bullying one 1 page. Blake is currently planning block parties and meeting with as many people as possible to build rapport and relationships.
5. Alder Health is willing to host one event in conjunction with HHRC.
6. Stats: 5 inquiries and 1 intake.
7. Shaashawn shared the other projects working on at the city as Director of Social Equity & AA: (a) MBE/WBE/LGBTBE Certification Assessment, (b) Customized Employment with a consultant from The Arc of PA, (c) City of Harrisburg Strategic Plan, (d) City of Harrisburg policy updates, (e) State wide apprenticeship, (f) Affirmative Action Investigations and (g) Compliance (EEO / etc.).

## OLD BUSINESS

Commissioner Carter shred the first draft of a user-friendly in-take form. She used the New York Commission as reference. She noted gender identity and gender expression should be added as classes. Commissioner Carter will share an updated draft electronically with Staff Liaison.

Shaashawn reminded Commissioners to complete and submit (to her) Financial Interest Forms.

Shaashawn thanks Commissioners for signing and returning confidentiality forms.

## NEW BUSINESS

Shaashawn presented the second draft of the 1983 ordinance. Vice Chair Little suggested Staff Liaison review a few sections where there may be grammatical errors between “disability” and “person with a disability”. Commissioners suggested adopting language from the San Francisco ordinance obtained by Vice Chair Little and add language into City of Harrisburg ordinance “actual or perceived race”. Commissioners suggested adopting language from the San Francisco ordinance and add language into City of Harrisburg ordinance “weight and height”. A Commissioner asked if we need to add language in the ordinance about long term care facilities for senior citizens in the city proper? Additional cities to look at their legislation: New York, Miami, Washington D.C. Atlanta, and Orlando.

Commissioner Hansard provided a summary of the Mending Fences Event she held in April.

Chair Boggs encouraged Commissioners to attend the Diversity Forum occurring the next day (Thursday) from 8am – 10am at HACC Mid-Town Campus on 3<sup>rd</sup> Street on the Second Floor.

Vice Chair Little announced on May 20, 2018, 6pm she will hold a fundraiser for the queer trans people of color group (QTPOC) of the LGBT Center of Central PA during halftime of the Roller Derby match at Olympic Skating rink in Enola, PA. It is a family friendly event.

Commissioner Yellowdy shared her positive experience attending the Victory Fund one-day training institute held for the first time in Harrisburg, PA. at Harrisburg University. The event was brought to Harrisburg by Ben Allatt, City Council, Brian Sims, & Stonewall Democrats.

No Commissioner volunteered to facilitate during the May meeting, therefore, the Staff Liaison will locate a community guest speaker.

Next meeting date: May 14, 2018.

Meeting adjourned 7:12 pm