

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 22, 2018
Re:	May 14, 2018 Harrisburg Human Relations Commission (HHRC) Meeting Minutes APPROVED

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

Harrisburg Human Relations Commission (HHRC) May 14, 2018 Meeting Minutes (meeting #6) 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, Gretchen Little (GL)/ Vice Chair, Russ Boggs (RB)/ Chair, Christian Yellowdy (CY), Kia Hansard (KH), Shaashawn Dial (Staff Liaison)

Absent: Valerie Carelock (VC), Christi'an Yellowdy (CY)

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

Staff Liaison conducted alphabetical order roll call of Commissioners.

There were two Commissioner BORN days in May 2018: (1) Commissioner Carelock on May 16<sup>th</sup> and Commissioner Hansard on May 24<sup>th</sup>. Blessed Born day! Commissioner Arbour mentioned it is the Staff Liaison's Born day on May 27<sup>th</sup>. Thank you.

Vice Chair Little motioned to 'adopt the agenda' for May 14, 2018 meeting. Motion was seconded by Commissioner Braddy.

Chairman Boggs opened the floor for public comment. Two individuals signed the public comment sign-in sheet: (1) Kelly Yontz and (2) Safronia Perry. Kelly Yontz was present as an assistant to Commissioner Braddy. Safronia Perry was the guest community facilitator.

Chair Boggs asked if anyone had any follow up questions, feedback, comments on Commissioner Arbour's facilitation last month (April) on gender inclusive language, practices, and non-binary identities. Commissioner Braddy shared he was sad he missed the facilitation in-person, he thought it was very good and was impressed from the content facilitated captured when he read the April meeting minutes. Commissioner Carter asked for resources that speak to 'up to date terminology'. Commissioner Arbour and Staff Liaison Dial agreed to share resources (links) in the follow up email.

The Community guest facilitator was Safronia Perry, member of the Carlisle Human Relations Commission and Executive Director of Hope Station, located 149 W Penn St, Carlisle, PA 17013. Safronia's sharing was in two parts. The first was information about Hope Station. Hope Station services a twelve-block area via programs, services, and events for elementary, middle, and high school populations and a women's group. Upcoming

events are: (1) the Juneteenth celebration which will be held inside a park, incorporate a 3 on 3 basketball tournament, food vendors, DJ and information on the importance of Juneteenth. (2) A back to school drive and a party in December in partnership with Toys for Tots. And (3) A Black History Festival, its third year was 2017. The location changes each year and the event showcases performers, Black owned and run businesses, and resource vendors who are eager to share information about the services they provide. The second part of Safronia's presentation was about the Carlisle Human Relations Commission (<https://www.carlislepa.org/government-and-officials/boards-commissions/human-relations-commission/>). The Carlisle Human Relations Commission is one year old and the Carlisle Mayor's tangible response to Orlando Pulse Shooting. The Carlisle HRC is comprised of four Commissioners and two alternates. The Commissioners are volunteer roles and their mission is to help spread the word. Tamika Hatcher from the PA Human Relations Commission provided training to the four Commissioners and the two alternates. The Carlisle HRC did review their by-laws when being established. They do conduct outreach (table-ing) at various events like college fairs and community events. The Carlisle HRC meets at 7:30am in the morning once a month at the Carlisle Borough. They have staggered two-year terms and individuals can serve one additional year. Safronia remains on the PA Human Relations Commission Advisory Council. The Carlisle HRC is staffed with a brochure and business cards – the Borough prints these for the Carlisle HRC. Safronia granted permission to Staff Liaison to share her professional contact information with all Commissioners.

Safronia Perry, Executive Director  
Hope Station  
149 W. Penn Street  
Carlisle, PA 17013. 717.249.5144. [hopestationcarlisle@gmail.com](mailto:hopestationcarlisle@gmail.com).

After Ms. Perry's sharing, Chair Boggs shared his vision for hosting a regional Human Relations Commission event: Carlisle, Harrisburg, Camp Hill, Susquehanna, and other Human Relation Commissioners.

The June facilitation will be... a to be determined community guest.

Commissioners reviewed minutes from April 2018 meeting. Commissioner Braddy asked about the status of the City of Harrisburg's ADA Plan and efforts, specifically around the City's Events (4<sup>th</sup> of July, Kipona, Holiday Parade, New Year's Eve and Ice and Fire). Many residents may believe ArtsFest is a City of Harrisburg event, however, it is not. The event is owned by Jump Street and the City of Harrisburg partners with them. The Staff Liaison shared that an ADA stakeholder meeting was held on May 1, 2018, and that she will connect Commissioner Braddy with the Director of Events, Megan Roby, to plan for inclusion of persons with disabilities in the planning stages of City of Harrisburg events. Commissioner Arbour motioned to 'adopt the minutes' of the April 2018 meeting. Motion was seconded by Commissioner Carter.

#### OLD BUSINESS

Commissioner Carter will send the second draft of a user-friendly in-take form to Staff Liaison to email to all Commissioners for review. Commissioner Carter used the New York Commission as reference. Commissioner Carter did ask if a resident of the City Proper can file on behalf of someone else. There was discussion among Commissioners and the consensus was "no". If someone is a witness to discrimination, they should encourage the 'victim' to file a complaint

and the witness can provide a witness statement of what they saw and/ or heard.  
Chair Boggs requested the HHRC work on the process of investigation – in words (documents) and visuals.

Staff Liaison, Shaashawn, thanked Commissioners for completing and submitting (to her) Financial Interest Forms.

#### NEW BUSINESS

Shaashawn shared an update on the third draft of the 1983 ordinance. The third draft was shared with Ben Allatt, Harrisburg City Councilman for his review and opinion. Mr. Allatt forwarded the draft to Mr. Neil Grover, City of Harrisburg Solicitor and asked in an email, “I would like this to come down as an amended resolution. If we could get this produced and sent down in time for introduction at our last legislative session of the month, I would appreciate it.” The Solicitor stopped by the office of the Staff Liaison before the HHRC meeting and suggested she send the ordinance to the Mayor, for review, if she had not already. The Staff Liaison sent the third draft to Mayor Papenfuse for review.

The Staff liaison reminded Commissioners of the Harrisburg Highmark Walk on Saturday, May 19, 2018 at HACC and pointed out the additional handout distributed to each Commissioner. The handout was a color printed flyer of the COLORED MOMMAS, BLACK BABY BOYS Six Women Speak Play written by Roe Braddy: 7pm Friday, May 19, 2018 and 3pm Saturday, May 19, 2018 at Studio Theatre – Rose Lehrman Arts Center, I, HACC Drive, Harrisburg, PA 17110.

Vice Chair Little, reminded Commissioners about her fundraiser occurring on May 20<sup>th</sup> at Olympic Skating Rink, Enola, PA during halftime of the Roller Derby Match (630/645ish) to benefit the queer trans people of color (qt poc) group of the LGBT Center of Central PA. It is a family friendly event.

Staff Liaison noted to Chair Boggs that the Staff Liaison Report was accidentally skipped on the agenda. Staff Liaison gave her report:

HHRC Banner (incorrect #), Staff Liaison, will go to Signs and More on Cameron Street to produce a sticker with additional information on top of it.

- HHRC electronic logo file
  - Communications Department was not aware of an electronic logo file.
- HUMAN RIGHTS CAMPAIGN (HRC) MUNICIPAL EQUALITY INDEX WORKING PLAN Update As of: April 20, 2018, our status is preliminary full credit in two sections, 0 credit in one section, 1 bonus point, 6 points added between two different sections and 3 out of 5 points in a section.

**Harrisburg is now at a preliminary XX (last year score was XX). The HRC MEI contacts shared,**

- “Next step: when you receive your draft scorecard, we ask that you review our research and contact us with corrections and supporting documentation before **July 27th**. The MEI will be published and released in October.
- Please note that the 2018 MEI scorecard has undergone significant changes this year. For the first time, points will be deducted for religious exemptions that specifically target the LGBTQ community in Part I. Cities will be rated on all-gender single occupancy facilities and protecting youth from conversion therapy in Part I. Domestic partner benefits for same- and different-sex couples will

receive bonus points in Part II. Anti-bullying policies in school districts has been removed entirely from the MEI scorecard and has been replaced with a youth bullying prevention policy for city services. Inclusive workplace and an enforcement mechanism in the human rights commission have become standards points. Finally, non-discrimination for city employees will now be weighted more heavily and bonus points in Part V will decrease slightly. You will find a blank 2018 MEI scorecard attached to this email along with a detailed explanation of our standards for credit.”

- Statistics on discrimination
  - Inquiries:   2   Total
    - 1 via telephone, April 20, alleged employment discrimination – not paying her for hours worked. Staff Liaison called and left a voicemail.
    - 1, via phone, May 7, 2018, alleged discrimination by law enforcement for Black male Child Services and Susquehanna Police Department interrupted his prayer (self-indentified Muslim believer). He alleges he was mocked for praying. He was arrested for obstruction - allowing the police to enter his home and charged for misleading the police regarding the where-a-bouts of his two daughters. He has pieces of the interaction on video. He alleges he lost his job because of the situation, released on bail. He alleges he has horrible treatment while in jail – walking around with no shoes for 6 or more hours. Staff Liaison sent email to caller with resources for Susquehanna Human Relations Commission since it was out of Harrisburg City Proper jurisdiction.
  - Intakes:   0

Next meeting date: June 20, 2018.

Meeting adjourned 6:43 pm