

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:	June 28, 2018
Re:	June 20, 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) June 20, 2018 Meeting Minutes (meeting #7)
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. 2nd Street, Harrisburg, PA 17101, and come across the 2nd floor bridge.

In attendance: Commissioner Braddy (TB), Commissioner Carelock (VC), Commissioner Josh Grubbs (JG), Commissioner Gretchen Little (GL)/ Vice Chair, Commissioner Christian Yellowdy (CY), Shaashawn Dial (Staff Liaison)

Absent: Commissioner Arbour (AA), Commissioner Boggs (RB), Commissioner Amanda Carter (AC), Commissioner Hansard (KH)

Meeting called to order 5:36 pm by GL, Vice Chair, HHRC.

Staff Liaison conducted alphabetical order roll call of Commissioners.

There were no Commissioner BORN days in June 2018. However, Commissioner Carelock was absent during the May meeting, therefore, all present wished her a Blessed Born day!

Commissioner Braddy motioned to 'adopt the agenda' for June 20, 2018 meeting. Motion was seconded by Commissioner Yellowdy.

Vice Chair Little opened the floor for public comment. No individuals signed the public comment sign-in sheet. However, Kelly Yontz was present as an assistant to Commissioner Braddy. In addition, Commissioner Carelock introduced her special guest, her great niece Aneesa who is two years old.

Vice Chair Little asked if anyone had any follow up questions, feedback, comments on guest facilitator facilitation last month (May) on her roles as Executive Director of Hope Station in Carlisle, Pennsylvania and Commissioner on Carlisle Human Relations Commission. Vice Chair Little commented she was amazed at the amount of work one small organization can do.

Commissioner Braddy shared we should brainstorm on tangible ways to collaborate with other local Human Relation Commissions.

There was not a guest facilitator for the month of May. Staff Liaison Dial extended three invites, one individual was not able to attend due to a schedule conflict. The other two invitations were not yet answered by the time of the meeting. Vice Chair Little opened discussion as a form of facilitation on "strategies for self-care during demanding times". She encouraged Commissioners to share specific ways they cope, find inspiration, quiet noise when so much negativity may come at each of us via tv, social media, and other media. Vice Chair Little shared her strategies: (A)

Working as a Roller Derby Match Announcer – something she can do and not have to think about politics. It is an inclusive group where people show up because they want to be there. (B) Faith / Church / Worship experiences that help center oneself. Commissioner Braddy shared his strategies: (C) Stopping for self-care, just addressing it or taking a pause to think or talk about it, creates an opportunity to pause and share burdens. He continued, “I can’t always affect someone’s opinion, I can treat them without hate and know others can have opinions. I can make a difference as a human being.” Commissioner Braddy additional strategy is: (D) watching comedy shows. Commissioner Yellowdy’s strategies are: (E) Remember, “just because it is legal, doesn’t mean it is moral. And what is moral can be different to each person.” (F) Learn how to pick and choose your battles and avoid arguments for argument sake. (G) Plan and enjoy inexpensive get-a-ways. She obtains joy in planning them and helping others plan get-a-ways for cheap. Commissioner Carelock’s strategy is: (H) to surround herself with young people, like her grant niece, who bring her joy, laughter, and hugs. Staff Liaison Dial shared: (I) music, especially 90s R&B and (J) gratitude prayers in the morning and (K) the movie and the book, The Secret. The guest facilitator for the July meeting will be Mr. Charlie White, Jr, Director of Business Development, L.E.R.T.A. Program, & more for the City of Harrisburg.

Commissioners reviewed minutes from May 2018 meeting. Commissioner Grubbs motioned to ‘adopt the minutes’ of the May 2018 meeting. Motion was seconded by Commissioner Yellowdy. Staff Liaison Dial provided a Staff Liaison Report. She read an email from Chair Russ Boggs from June 19, 2018, at 9:32 pm sharing he was discharged from the hospital, at home, and would appreciate a call or text before visits. She continued that she was taking the banner to get fixed this coming week and passed around a printed copy of the HHRC brochure for Commissioner feedback. Her report continued sharing a few places she had been invited to speak: US Army War College for their 2nd annual observance of LGBTQ Pride Month, Harrisburg Regional Chamber & CREDC Business Diversity Event, and a meet-n-greet with members of the Youth Commission via invitation by Councilwoman Shamaine Daniels. The event took place at a Senator’s Baseball game. In addition, Commissioner Yellowdy and Staff Liaison Dial attended the HRC PA Rising Campaign Central PA Launch event at the LGBT Center of Central PA. The update on the HRC MEI preliminary score card is confidential now, until the official score is released. Commissioners received a hard copy to review. The preliminary score has jumped 19 points from the 2017 score, however, there are three areas of possible improvement before July 27, 2018. Staff Liaison Dial sent a second submission of information (6.20.2018). The last item was a statistical report on HHRC inquiries. There have been four inquiries since the May 14, 2018 meeting regarding alleged discrimination.

- 1, via face to face then follow up via phone, alleged racial discrimination by department within the city of Harrisburg (potential complainant was not an employee of the COH), regarding treatment, I followed up via email to Department Head (alleged respondent), followed up via email to alleged complainant, followed up with meetings with Business Administrator. Complaint was taken up by Law Bureau.
- 1, via telephone, alleged racial discrimination against grandson by Pittston Area High School, not in our jurisdiction. I followed up via phone then email with Pittston HRC and Pittston Legal providers.
- 1, via, telephone, alleging employment discrimination in a Correctional position, continuing to play phone tag
- 1, via telephone, inquiry regarding the status of her employment

discrimination questionnaire faxed in March 2018, followed up via phone voicemail to provide contact information for PA HRC

- Total Inquiries to date: 11 Inquiries

OLD BUSINESS

Vice Chair Little thanked Commissioner Carter, in her absence, for all her work on the in-take form. The form is officially a seamless doc on the HHRC page of www.harrisburgpa.gov and functioning. Submissions of the on-line form go to the email of the Staff Liaison.

The Staff Liaison has not worked on creating drafts of the remainder of the process documents because the proposed ordinance updated (foundation for processes and procedures) has not been adopted.

NEW BUSINESS

Staff Liaison Dial shared an update on legislative efforts, specifically the submission of the third draft of the proposed ordinance updates. She received an email from the Solicitor, regarding her inquiry of a status update. “The necessary legal review is a deeper dive than it looks. The revision, whether as proposed or tweaked because of the technically complex body of law made since the original ordinance was adopted, will not be ready before the summer recess. – Neil (Solicitor)” Staff Liaison Dial sent an email 6/12/2018 sending the third draft of the proposed ordinance and 2000 amendment to a contact at the Human Rights Campaign (HRC) Municipality Equality Index (MEI) with request for their legal (external party) to review and make suggestions.

Staff Liaison Dial shared the talking points from the Human Rights Campaign (HRC) phone briefing on the Masterpiece Cake Shop Supreme Court Decision The points are:

- Anti-LGBTQ extremists did not win the sweeping ‘license to discriminate’ they have been hoping for -- and today’s ruling does not change our nation's longstanding civil rights laws.
- The Supreme Court narrowly ruled that the state of Colorado’s enforcement of its civil rights law was flawed, while acknowledging that LGBTQ people are equal and have a right to live free from the indignity of discrimination.
- Yet, the fact remains that LGBTQ people face alarming levels of discrimination across the country and HRC’s efforts to advance equality are as urgent as ever.
- With LGBTQ people remain at risk of being fired, evicted or denied services in 31 states, HRC continues to build momentum for the Equality Act, to elect pro-equality candidates up and down the ballot, and to fight in every corner of our country to advance policies that protect LGBTQ people from being targeted for who they are or whom they love.
- With our allies, HRC will continue to fight against discrimination in all its forms -- in communities across the country, at the ballot box, and in court.
- HRC Open to All Toolkit: <http://www.hrc.org/resources/open-to-all-digital-toolkit>
- HRC Official Press Release on Ruling: <https://www.hrc.org/blog/narrow-scope-of-scotus-ruling-in-masterpiece-cakeshop-case-does-not-change>

Staff Liaison Dial, under community engagement and education events, shared that Commissioner Arbour was planning a June event, however, the individual(s) she invited did not get back to her, therefore, she had to cancel the event. An event is being planned by Commissioner Braddy on Thursday, July 26, 2018 from 10am to 2pm. The event will be held at the Carousel Pavilion on City Island. The event is a Photo Shoot – looking for Real People with

Diverse Disabilities. The purpose of the event is to capture pictures of real people with diverse disabilities doing everyday things / activities. There is a lack of good pictures, therefore, this event is an attempt to begin building a database. The event is being planned and sponsored by: The Center for Independent Living of Central PA (CILCP), Harrisburg Human Relations Commission (HHRC), and Suasion. Staff Liaison Dial will email the Commissioners the event flyer as an invitation to attend and to share with their spheres of influence.

Staff Liaison Dial shared a calendar of dates and events Commissioners are encouraged to attend, including a Diversity Forum planned by and led by Youth on the topic of gun violence, Thursday, June 21, 2018 at Hamilton Health Center Community Room.

COMMUNITY EVENTS COH=City of Harrisburg

- June 17th - June 24th Lancaster Pride Events
- June 24 6pm to 8pm Italian Lake Music Series The Singer's Lounge
- June 27, 10am – 4pm Free HIV Testing Hamilton Health Center
- July 28th 26th Annual Pride Festival of Central PA Riverfront Park Harrisburg, PA
- July 4th City of Harrisburg Food Truck Festival, Firework Shows, Live Music, Kids Activities
- July 15th 7pm to 10pm The Singer's Lounge That 90s show
- July 26 830pm Cinema Under the Stars Kinky Boots

Next meeting date: July 9, 2018.

Meeting adjourned 6:47 pm