

Human Relations Commission
Meeting #2022-04
April 25, 2022 - 5 p.m.

The monthly meeting of the Human Relations Commission (HRC) was held via hybrid mode on Monday, April 25, 2022 at 5 p.m.

Chair Williams Hightower welcomed everyone to the meeting. In attendance were Chair Faith Williams Hightower, Mr. Larry Maltin, Ms. Alyssa Carpenter, and Mr. Steven Odhiambo. Member Ms. Nicola Serianni was absent. Also in attendance were Supervisors Jeffrey Campolongo and Scott Badami, along with Township Manager Roman Pronczak and Assistant Township Manager David Mrochko. There were no members of the public in attendance.

A motion was made by Mr. Maltin, duly seconded by Ms. Carpenter to approve the minutes of the March 28, 2022 meeting. With no questions or comments, the motion carried.

Chair Williams Hightower began with subcommittee reports, asking Mr. Odhiambo to give an update on the website. Mr. Odhiambo said he and Mr. Badami were scheduled to meet this week for an in-depth discussion. More information will follow. Chair Williams Hightower then asked Mr. Maltin to give an update on the outreach committee. Mr. Maltin shared that the members have been discussing the appropriate level of mediation training, one of which includes three, three-hour sessions for \$150 per person. This is through Advoz. If the members are not able to participate in the May session, the next offering will be in the fall. Chair Williams Hightower participated in this training, and she believes it is a good baseline for the members with a well put-together program. There was much interaction among the attendees who participated via Zoom. It was time and money well spent. She added that if even two members train initially, we will have members with mediation training should the need arise. Mr. Maltin continued with the training offered by Good Shepard. For three, three-hour sessions, the cost is \$900 per person. Chair Williams Hightower asked the members for their input. Ms. Carpenter will follow the majority choice. From a practical standpoint on use, the Good Shepard training may be more useful in our work to develop a process and procedure with soft skills. If that is not the goal, then an elementary level mediation training would be a good start. She would like to make sure we have a structure, or process in place that can be used moving forward. Mr. Maltin added that perhaps the introductory course, as previously outlined to the

members, would be a good base to define, explore approaches to mediation, and introduce conflict theory/management styles. Additional training is always available. These are two good options that we need to decide on. Chair Williams Hightower asked that Mr. Maltin obtain several dates in June or early fall. Mr. Maltin reported on a meeting with the Tri-States HRC and its educational efforts in classrooms. He will continue to attend the Tri-States meetings and share the content with the members. Chair Williams Hightower asked if Mr. Maltin has been able to come up with an outreach letter from another HRC that we could use to introduce ourselves. He said we should be able to come up with one on our own. There are a dozen or so large employers in Whitpain Township that we can contact, while continuing with community contact through other events. Chair Williams Hightower asked Mr. Odhiambo if there is an update with the Rotary outreach. Mr. Odhiambo responded that currently the Rotary is focused on its annual fundraiser to be held May 18th. Focus on outreach will resume after that. Mr. Campolongo offered several suggestions on outreach. He believes emphasis should be on smaller companies that do not have the resources of the larger ones, asking Messrs. Pronczak and Mrochko if there is a listing of businesses. Because of mailing costs, it might be beneficial to send postcards rather than letters at a reduced cost. He would like to make sure housing communities are included, as well as members of the community who may not have employment issues. He focused on three elder care communities, as well as several short-term rental communities. Mr. Pronczak added that a business breakfast was initiated several years ago in order to update the business community about the Township, and the business listing is fairly up to date. Chair Williams Hightower said there is still much to do with the outreach committee. We are current with the documents committee, with the one sheet document being finalized.

Chair Williams Hightower noted that the correction of a typo in the HRC ordinance has been made administratively and the correct version is posted on the Township website.

The HRC will make a presentation to the Board of Supervisors during the May 3rd meeting beginning at 6 p.m. Mr. Pronczak said the presentation will be one of the first things on the agenda. Chair Williams Hightower asked for any anticipated questions from the Board in advance. Mr. Campolongo said the Board is interested in being brought up to date with what has been accomplished and what future goals are. Mr. Mrochko suggested that the opening should focus on what the HRC is as well as what they do for those who are logged on who might not be familiar with the Commission.

Chair Williams Hightower called for any closing comments by the members. Mr. Badami asked if there are further edits to be made to the ordinance. There are none. Chair Williams Hightower asked if any members of the public have any comments. There were none.

Upon motion by Mr. Maltin, duly seconded by Chair Williams Hightower, the meeting was adjourned at 5:39 p.m.

Respectfully submitted,

A handwritten signature in blue ink that reads "Larry Maltin". The signature is written in a cursive style with a large initial "L" and a stylized "M".

Larry Maltin
Secretary