

Human Relations Commission
Meeting #2022-02
February 28, 2022 - 5 p.m.

The meeting of the Human Relations Commission (HRC) was held via hybrid mode on Monday, February 28, 2022 at 5 p.m.

Chair Williams Hightower welcomed everyone to the second meeting of 2022. In attendance were Chair Faith Williams Hightower, Mr. Larry Maltin, Ms. Alyssa Carpenter, and Ms. Nicola Serianni. Mr. Steven Odhiambo was absent. Also in attendance were Township Manager Roman Pronczak, Assistant Township Manager David Mrochko and Supervisors Scott Badami and Jeffrey Campolongo. 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 January 24, 2022 meeting.

Chair Williams Hightower brought up old business and reviewing some of the subcommittee reports. At subsequent meetings, we will revisit some of the committees including outreach, website, documents, and ordinance. These are the four and we may want to continue them or establish new ones. There are no changes presently. Mr. Badami and Mr. Odhiambo will review the information for the website committee. Chair Williams Hightower asked Mr. Badami if there has been an amendment to the HRC ordinance, and Mr. Badami responded that the ordinance passed last month with the added protective classes. With the updates received, the documents committee will make sure the information is correct.

Chair Williams Hightower gave an update on the mediation training conversation with Cynthia Locke from the EEOC as well as Barbara Foxman. They shared some of the documents the EEOC uses and will give a guidance on what we can add to our documents. They cannot provide free training, though we might be able to sit in on one of their mediation trainings to see how it is done. Mr. Maltin shared that a one-day training would be sufficient for this HRC to move forward. Chair Williams Hightower attended a training with a group based out of Lancaster. It is a three-part training, including conflict, culture, and communication. She will share the next sessions that come up with them. It will be three Fridays and three hours each session. It seems like a good training for what this HRC is doing and costs \$85 per person. Ms. Carpenter commented that we need to first establish a process of intake, and then how to talk with people with soft-skills training. We will revisit the Good Shepherd program offerings. Mr. Campolongo thinks it might be beneficial to sit in on a mediation to see how it is done.

HRC

February 28, 2022

Page 2

Chair Williams Hightower asked Mr. Maltin to update the HRC on the outreach committee. He outlined in terms of organizations, target organizations and groups and documentation for an outreach program. He has updated the outline with a series of topics, such as what organizations to include, the type of presentations, outreach to the community and what that would entail, and HRC presenters and who will be talking about what to each of the groups. The initial list includes police and fire personnel, EMTs, Montgomery County Community College, realtors, churches and synagogues, business and residential associations, and the Rotary. There is also a way to partner with the Wissahickon Valley Public Library. The HRC has had one successful community event and should be planning to participate in other community events. Mr. Mrochko added that perhaps the HRC could make a five-to-ten-minute presentation to the Board of Supervisors at one of the meetings to let them know what they have been doing. A link to this presentation could then be included in the Wire. Chair Williams Hightower agreed that this would be a good start to tying in partnerships that were developed early on.

Chair Williams Hightower asked Ms. Carpenter and Ms. Serianni to work on updating the Power Point presentation with the information from the updated ordinance for the next meeting on March 28th, at which time it can be reviewed by everyone in the HRC. At the same time, a letter should be ready to go out to the top ten organizations in the outreach listing.

Ms. Carpenter will send out information from Good Shepard that the HRC members should consider prior to creating our process. She also asked for confirmation as to the goals for community outreach. Mr. Maltin responded that there should be two general presentations, one to explain the mission of the HRC, and second to concentrate on implicit bias through education. Chair Williams Hightower also confirmed that Mr. Badami will present a future housing training to the HRC.

Chair Williams Hightower asked if anyone had any new business to discuss. Mr. Pronczak suggested that if the HRC wants to make a presentation to the Board, it would be best at a work session meeting, possibly May 3rd at 6 p.m. The date is confirmed. Mr. Maltin mentioned that earlier in the day he attended a virtual session with the PA HRC. As a result of the session, he asked them if our HRC could be invited to the monthly meetings of the PA HRC as a guest. If anyone has the time and could attend, it would be beneficial. It is possible that the PA HRC in establishing an advisory council, will include our HRC or other local units. Chair Williams Hightower said it would be good to see what they are doing.

HRC
February 28, 2022
Page 3

With no additional discussion, a motion was made by Ms. Serianni, duly seconded by Ms. Carpenter to adjourn the meeting at 5:47 p.m.

Respectfully submitted,

A handwritten signature in blue ink that reads "Larry Maltin" followed by a checkmark.

Larry Maltin
Secretary

/v