



Haverford
Township est. 1682

PUBLIC NOTICE
HAVERFORD TOWNSHIP
HUMAN RELATIONS COMMISSION

PUBLIC NOTICE is hereby given that the Human Relations Commission will hold a virtual public meeting on Wednesday, January 20, 2021 at 7:00 PM.

The meeting will be hosted through Zoom. If you would like to view the meeting or submit a question to the Human Relations Commission, please email Kathy Dawson, acting Chairperson, at hrc.havtwp@gmail.com. For those who want to attend virtually a zoom link will be emailed to them.

HAVERFORD TOWNSHIP HUMAN RELATIONS COMMISSION

AGENDA--FEBRUARY 17, 2021 MEETING

1. Welcome and Introductions
 - New Members and Guest Speaker. Introductions of new members Jen Kegerise (Kegs) and Christine Tassoni
2. Public Comment - none
3. Guest Speaker: Dan Siegel, Haverford Township 4th Ward Commissioner
The Township Commissioners have created an HRC committee so that there is a more formal connection with the HRC. He shared his own experience (joining the board of the ADL) with bias and harassment in the Township and his view for supporting outreach and education efforts within the Township. He isn't sure what the committee's specific charge is.
4. Approval of September 16, 2020 Meeting Minutes -- approved. Motion from Kathy and seconded by Jen. Approved by group.
5. Election of Office Holders (Chair and Vice Chair). Kathy has been in acting chair role since Dec. 31 and would like to pass it off to someone else. Asking for nominations for chair. Chair and Vice Chair handle the complaints; do agenda and topics, liaising with Dave. Vice Chair steps up as needed. Christine Tassoni was nominated as Chair for 2021 calendar year by Kathy, seconded by Jen, she was elected unanimously. Laura Cavender nominated as Vice Chair for 2021 calendar year, seconded by Jen Kegerise. Elected unanimously.
6. Reports
 - a. Complaints 001, 002, and 003--update
No updates per Kathy on these complaints.
 - b. Education and Outreach Committee
 - Quarterly Meetings with Township Manager - Jason and Kathy are part of these and the invitation is open to other committee members.
 - Haverford Township Diversity, Equity and Inclusive initiatives--
Walking While Black movie

The “Walking while Black: L.O.V.E. Is The Answer” movie was screened at the Township Building in mid February, where there were various Township officials, as well as members of the police department and the community in attendance. The goal is to have smaller groups of people watch the movie over the next 6 months. Interested in having someone from the HRC attend each screening. More effective to do it face to face since it is much more powerful that way.

Jen asked whether its being driven by Dave Burman or the HRC. Dave - he wants to promote it - he is a strong proponent of diversity and inclusion.

Khalilah - we were also talking about HRC engagement with the police. If we wanted to revisit something we would want to do something totally different. We talked about leading an effort

Kathy - let them know you have seen the movie, try and do something independent. Important that we can help promote this proactive action - they could be more active, they might have other ways they want to be active. It doesn't have to be either/or and we can approach separately - communicate and educate folks.

Khalilah - there is overlap with the movie so we can't bring the police and community together. We can't use Walking While Black -

Jen - what Abington is doing may be instructive to whatever we want to do - in general. We should view movie - probably need to make the overture now to the police- could we have a quick update on what you're doing, we had planned on doing the movie last year

- HRC Communications
 - HRC Facebook site - Kegs will do. Kathy: contact at Township is Kristina Mann to see if there are social media policies in place. Kegs asked about log-in for facebook.
 - Township Newsletter - Laura will do- 3x yearly

c. Legislative Committee

- Proposed HRC Regulations and Procedures - Dan Siegel offered to review; proposals with Jim Byrne from Kathy and Jason - haven't heard back. Policy No. 1 – Neutrality of Commission Members - we've talked about this policy but we've never voted on it. This came about as a result of the two complaints we had last year, there was a concern about members of the HRC being involved with the complaints even though we weren't. Appearance of conflict more than actual conflict. Look at policy one more time and decide at the next meeting. Deferring policy - look at policy and decide on your opinions/comments prior to May meeting.
- Haverford Township Fair Housing Ordinance. Thinking about inviting someone to educate us on the new responsibilities for the HRC under the ordinance.

d. Tri-State HRC - Kathy attends meetings - has been a small subcommittee of folks looking at the implicit bias training they did in 2018 and now it is much more interactive. done online on zoom or in a face to face format. hopefully can make available to all of the HRCs in the next month or so. Module on implicit bias training - 60-90 minutes - part two will look at microaggressions.

Want to do a speaker series - who would be good speakers, we could let people know what dates are available for these speakers. Guest speakers who can continue to educate us on what we do on the HRC

e. Representation from HHS/HMS - they haven't been to meetings in so long and Kathy doesn't even have their contact information any longer. LM is trying to start a youth commission.

Khalilah asks what their role was - Kathy wasn't clear at all about duties and responsibilities. Jen - roles and responsibilities for students - educational programs, poetry contest one year in the middle school and creative expression contest in HS. Interest at that point in having a voice of students at the meetings of the HRC. The principal designated a young man when he was a junior in HS and at the same time there were middle school students created something called Young Minds Changing Lives - principal wanted to know if there was a way to connect with the HRC - a connection to the community. One of the leaders of that group, Charlie, would come to the public meetings. They would also let us know what was going on in the schools.

If we rebuild it, it will take intentional action - to connect with younger people in the community? We have never reached out directly to the students, such as the kids that put together the BLM . Jen added that there is a lot of potential with the young people - but do we want to wait to see what life looks like in the future rather than right now. Tabled for continued discussion as the year moves forward and life changes post-COVID vaccine.

7. 2021 Budget and potential 2021 activities

- Partnerships with HT School District, Police, HPED, community meetings. We present the HPED with the business case for diversity - that is our role as HRC. When you don't have that you are not as profitable.
- Maybe use FB Live or IG Live - Kegs
- We have a \$1500 for 2021 budget

8. New Business

- Sept 15, 2021 meeting date—needs to be changed due to holiday; Yom Kippur. Change to 8th, 22nd and 29th. Moved to Sept. 22.
- Questions about our expanded jurisdiction as a body - it wasn't clear to Jen or Kathy from Dan in terms of who would advise us on our new role regarding fair housing issues. There is no clarity on how it would work. Kathy suggests a rep from Dave, zoning, planning so that we have some idea of what the law is all about - to answer questions we might have.
- Kegs asked whether there was reason to meet more often in order to get more done; Jen Leith agreed that meeting more regularly helped get more done. We have to comply with sunshine laws, and provide advanced notice prior to meeting. Kegs is going to follow up regarding more information on this.

9. Adjourned at 8:48pm.

** The next regularly scheduled meeting is May 19, 2021 at 7:00 p.m. **



Haverford
Township est. 1682

PUBLIC NOTICE
HAVERFORD TOWNSHIP
HUMAN RELATIONS COMMISSION

PUBLIC NOTICE is hereby given that the Human Relations Commission will hold a virtual public meeting on Wednesday, February 17, 2021 at 7:00 PM.

The meeting will be hosted through Zoom. If you would like to view the meeting or submit a question to the Human Relations Commission, please email Kathy Dawson, acting Chairperson, at hrc.havtwp@gmail.com. For those who want to attend virtually a zoom link will be emailed to them.

**Haverford Township Human Relations Commission
Minutes – May 19, 2021**

Follow-ups: Christine to send Christina’s email address (from the Township Administration) to Laura and Kegs

**Laura to recontact Dan Siegel about the FHA ordinance for his assistance
Christine to share information about June 9 movie and discussion with the group
Kegs to provide outline of Facebook proposal**

Meeting opened at 7:05pm. Commission members Christine Tassoni (chair), Laura Cavender (vice chair), Kathy Dawson, Jo Glusman, Jennifer Kegerise (Kegs), Jennifer Leith, and Khalilah Mays were present.

Public Comment - no comments submitted nor public comment after the announcement of our quarterly meeting. Kathy: Complaints stipulate that a hard copy should go to Dave Burman in the Township Office and he is required to let us know. Christine: Our gmail address is public. Available on Facebook but also listed on complaints.

Approval of February 17, 2021 Meeting Minutes

Request to keep some detailed information about the movie out of the minutes which Christine is putting in the minutes to revise, then she will submit and put on the HRC website. Jen motions to approve the minutes and a second by Jo.

Reports

Complaints 001, 002 and 003. Kathy: complaints have been out there for a year and complaints were submitted late 2018. It’s been a while and is a reflection of how overloaded/understaffed the PHRC is, so they aren’t really getting complaints heard in a timely manner. Christine: Do they stay in touch with us? Kathy: Last I heard the depositions in April were going to be by videoconference as opposed to live. My point is that talking to some of the folks on tri state HRC sometimes complaints go unanswered. No real good mechanism other than reaching out to the executive director.

Quarterly Meetings with Township Manager - Jason and Kathy did them in 2019 and 1-2 before the pandemic. Are they useful? Kathy said yes Dave is a huge benefit and supporter of the HRC. Kathy - wants to do it and is happy to but also wants to offer it to others.

Kegs offered to do it - question of whether meeting should be on zoom or not. When Jason and Kathy met it was in person. We just weren’t in touch with him over the course of the pandemic. 1) is he open to in-person meetings and 2) if/when all commissions and boards will be meeting in person. Khalilah is open to participating especially if it’s on zoom. We’ll see what the Township says about meeting in person, in terms of boards and commissions. Christina might be a resource to ask.

Walking While Black movie - Christine: Should we watch as a group? Jo suggests watching individually; Kathy suggests we debrief immediately -- week of June 7? Wednesday night 6/9 at 8pm. Licenses matter and Kathy recommends getting the right license. Jen: why are we viewing it, or is it just to view among the members and have an opportunity to unpack what the movie is about. Christine - there may be

takeaways, Kathy recommends we watch it and then decide. 60 minute version + 45 minutes of discussion -- Wednesday at 8pm. Christine will send a link and we will regroup on Weds 6/9 at 8pm.

HRC Communications

HRC Facebook site – update. Kegs is taking the lead on updating or revamping the FB and website. Notes from Kegs: Took a look at other communities’ pages and wanted to hear from the group. A couple of questions related to imagery in general - do I need permission to post to the page. I’d like to update the banner picture, the profile picture, should we put our photos and names? So that people know their members in their community? Are there other groups that we want to link to within the Township - are there guardrails we need to look for? I can write up recommendations. Kathy recommends Kegs reach out to Christina (at the Township) for her input in terms of what other commissions and boards have been able to do with their facebook pages/social media presence. Kegs to look at the Lower Merion, Bucks or Abington, Doylestown, Newtown, and Kennett Square HRCs. Maybe some best practices there. We should put public notice on facebook. Even if we aren’t posting original content, maybe we can just drive some traffic to the page by posting content to it. Maybe a fact about the Township -- or also using holidays and group recognition “months” (ex. June is gay pride month). Kegs asking if we want to link and cross post with other Havertown groups. All questions to consider. Christine -- should we do LinkedIn or any other social media pages? Can be used for fundraising/events... don’t know if that’s something that we want to get into. Jo - anything we have we just want to make sure we have the people power to maintain it. Because if it lapses then it’s noticeable. I like Kathy’s idea of posting maybe once a month and doing a blurb on something historical about the group - it’s a little information that’s related to our work. If we get too wide we get in someone else’s lane or in our lane - Kathy my suggestion would be to take the ordinance and look at every protected class as a content group. Laura agrees and likes the idea. Kegs will put together a proposal that includes the rules and the lanes we want to play in and will share with the group for feedback.

Township Newsletter – update Christina would have the deadlines for the next township newsletter. Laura will get deadlines.

Legislative Committee

Fair Housing Act – update and socialize possible June meeting or public meeting for guest speaker from Housing Equality Center of PA. Ordinance in Nov 2020 - we as a commission need to be prepared to hear any appeals to make reasonable accommodations. We want to better understand what we might need to do as a committee if we do need to hear something. Asked for contact or information from Commissioners - no email back. Christine got in touch with the Housing Equality Center of PA - she is the executive director and willing to talk to us as a group generally about the Fair Housing Act. We need to know more about what our responsibilities are as a commission - Kathy says it may be the case that we handle it the way we’d handle any other complaint. But we have no guidance as of now. Laura to reach out directly to Dan Siegel about his guidance on the ordinance as a follow-up to the email that Laura sent to the commissioners. Christine: should we have a public meeting? Kathy: Fair Housing has been an issue in the pandemic and proactive communications might be a good way to do that. Jen: Open to public and have a tie back to local connection since the HRC under its purview is hearing things related to the FHA hopefully the township will have the process clearer at that point in terms of how - someone from the Township to talk about it and bring it close to home for Haverford Township. Maybe do zoom as well as in person. There’s been a lot written about how when things go back to normal things won’t go back to normal. Good topic to do while we still are on zoom, for that reason. Christine: Avoid busy

vacation time - do we push until September? (Our meeting is 9/22). Christine - summer months people might miss out on an opportunity just because the nature of the summer months. Everybody is up to here with zoom - nobody wants to be on zoom in the summer or right now. Then we could share with other groups. Christine will set a date for late September/ early October, and put together the notes from Rachel's presentation for the Commission to review prior to the meeting. Record and put up on our facebook page afterwards as public information/resource.

Tri-States Meeting Update

April 20 - meeting tonight 5:30-6:45pm. Speaker series - it was quite an interesting situation because at 5:05 the Derek Chauvin verdict came down. Chad Dion Lassiter was getting grabbed by everyone for media responses. He sent a replacement - she was able to answer the questions. 40 people registered and 32 attended. Kathy was a co-moderator - Dave Burman attended. Khalilah - found it nice to hear from other HRC members and hearing their questions - I thought that was really informative at the end - the Q&A. Since Chad didn't make it last time we would invite him to speak individually on another topic in the next 3-6 mos. Inviting DE&I people - how they view diversity and inclusion and how HRC's can play a role in that. Three people -- Ernest Owens or Jameel White, Morgan, and Chad Dion Lassiter. Held the meeting at a different time and 14 people (more) attended. We might alternate daytime and evening meeting to see if the attendance increases. Kennett Square has an HRC and saw our great HRC page and wanted some information - Whitpain Township, Newtown, and Kennett Square all new HRC's and how we can all work together. Implicit bias training workshop session ... LM is about to have student liaisons to their Commission - we had similar people in Haverford previously from the HS and middle schools - they are going to reach out to other schools as well to have student ambassadors to work with the HRC on issues that are important to them. Linkage and a bridge to the schools.

2021 Potential Activities

Partnerships with HT School District, Police, HPED, Community Meetings. What do we take on - should we focus on the Fair Housing Act this year since we aren't really back to in person events etc, or do we think of something else that we might want to do. Bandwidth. Start with the FHA event and the Facebook/communications updates.

Khalilah - can Christine put together goal for the year, community events, one in spring and one in fall, and we have time to plan. For now we do FHA and plan what is next. With summer, I don't think we want to take on any more than we need to right now. September meeting regroup and think about ideas we want to implement for 2021. Kathy agrees with Khalilah's point because Christine will have to put together budget requests. Group to talk in September about nailing some things down in order to get the budget submitted.

Old Business

Do we want to do individualized outreach to see if we can find a lawyer to be on the commission? Nov. 14 (third Friday of November) is the deadline for submitting applications to be considered. Interviews take place in mid-December, then there is a meeting in mid-January where they select the nominees. The announcement for nominations usually happens right after Labor Day. Share that information individually. Kathy is not reupping so there are three vacancies at the end of the year.

Facebook and Township Newsletter - once the Township sends out the nomination application. If you know any individual people who are lawyers - something to keep in mind because the application process is upcoming.

New business - Joann provided the group with an FYI in her neighborhood, there was an anti-LGBTQ demonstration up by Coopertown two Wednesdays ago - big group at intersection. Catholic Priest James Martin SJ - he was doing a webinar and the St. Raphael retreat center was showing the webinar etc and that's why they were there.

Kathy motioned to adjourn - Jo seconded motion. Meeting ended at 8:27pm.



PUBLIC NOTICE
HAVERFORD TOWNSHIP
Human Relations Commission

PUBLIC NOTICE is hereby given that the Human Relations Commission will hold a virtual public meeting on Wednesday May 19, 2021 at 7:00 PM.

The meeting will be hosted through Zoom. If you would like to view the meeting or submit a question to the Human Relations Commission, please email Kathy Dawson, acting Chairperson, at hrc.havtwp@gmail.com. For those who want to attend virtually a zoom link will be emailed to them.

**Haverford Township Human Relations Commission
Agenda – September 22, 2021**

1. Public Comment
2. Approval of May 19, 2021 Meeting Minutes
3. Reports
 - a. Complaints 001, 002 and 003
 - b. Education and Outreach Committee
 - Quarterly Meetings with Township Manager
 - Update from meeting on 8/4
 - Diversity, Equity and Inclusive Initiatives
 - HRC Communications
 - HRC Facebook site – update
 - Township Newsletter – update
 - c. Legislative Committee
 - Fair Housing Act – determine if HRC will offer public meeting with guest speaker from Housing Equality Center of PA
4. Tri-States Meeting Update
 - a. September meeting postponed due to weather
 - b. Speaker Series on 10/4 – Chad Dion Lassiter and discussion of important issues in our society and the work of the PHRC
 - c. Transition of Haverford Township HRC Representation
5. 2021-2022 Potential Activities
 - a. Partnerships with HT School District, Police, HPED, Community Meetings
6. HRC's Influence on Member Selection by Commissioners
 - a. Lisanne Mikula
 - b. Other suggestions
7. HRC 2022 Budget Request
8. Haverford Township Day Involvement
9. New Business

**Haverford Township Human Relations Commission
Agenda – December 15, 2021**

1. Public Comment
2. Fair Housing Act Presentation
 - a. Rachel Wentworth, Executive Director – Housing Equality Center of Pennsylvania
3. Approval of September 22, 2021 Meeting Minutes
4. Reports
 - a. Complaints 001, 002 and 003
 - b. Education and Outreach Committee
 - Quarterly Meetings with Township Manager
 - HRC Communications
 - HRC Facebook site – December post
 - Township Newsletter – Next installment
5. Tri-States Meeting Update
 - a. Transition of Haverford Township HRC Representation
6. 2021-2022 Potential Activities
 - a. Partnerships with HT School District, Police, HPED, Community Meetings
7. HRC 2022 Budget Request (Update)
8. New Business