

**HAVERFORD TOWNSHIP HUMAN RELATIONS COMMITTEE**

**MINUTES OF MAY 16, 2018 REGULAR MEETING**

**Attendance:**

HRC: Jennifer Leith, Jason Conway, Bill Gowie, Joanne Glusman, Virginia Hammond, Michelle Purdue, Brooke Huff

Public: Yvie Fabella (HCAN); Dan Horan (Principal, Haverford Middle School); Nicholas Borscheise (YMCL); and Charlie Litz (YMCL)

*Meeting commenced at 7:02 p.m.*

**Welcome and Introductions:**

Jenn called the meeting to order and all present introduced themselves.

**Approval of Minutes from February 21, 2018 Meeting:**

Jenn indicated that the minutes need to be approved but waiting on their distribution by Brooke. Indicated that the minutes will need to be approved at our next regularly scheduled meeting. (Brooke later indicated that she will prepare the minutes and distribute shortly.) Postponed approving the minutes until next meeting.

**Public Comment:**

(1) Yvie Fabella (HCAN)

Jenn introduced Yvie and provided a brief description of HCAN. Yvie was present to discuss the HCAN report titled “Diversity and Inclusion in the School District of Haverford Township.” Yvie provided background information regarding the genesis of the report and indicated that it came out of HCAN’s Racial Justice Action Group. Yvie explained that HCAN had heard reports from a local pastor about a family that had moved away from Haverford Township because of racial issues. Yvie indicated that HCAN decided to investigate further and conducted two public meetings at the Haverford Township library. In attendance were parents, some students, representatives from the Mainline NAACP, and local pastors. Yvie stated that Haverford Township is becoming racially diverse, but that there are some issues with racial intolerance. She indicated there were reports of some families leaving the township or otherwise removing their children from public school. Yvie discussed the report and its findings, including the five themes touched on by HCAN. She explained HCAN’s suggested actions and indicated that Dr. Reusche (Haverford

Township School District Superintendent) has invited HCAN to the May 17, 2018 meeting of the Haverford Township School Board.

Jenn explained that representatives from the HRC met with Dr. Reusche last week and discussed how the HRC could help to address some of the issues raised in HCAN's report, including possibly convening a meeting with the School Board, Haverford Township Police Department, and the Ministerium. Jenn explained that there may be two potential meetings: (1) with the HRC and stakeholders to provide them with an opportunity to respond to the report; and (2) with the larger community to obtain their comments and feedback.

Jenn and Jason indicate that the HRC wants to help facilitate a workable solution. Yvie thanked the HRC for its involvement.

**(2) Dan Moran (Principal, Haverford Middle School)**

Dan provided a brief background about the Haverford Middle School's "Diversity Club", at which point Nicholas and Charlie spoke about the mission of the Club and its goals. Nicholas indicated that education is one of their core missions, and that the Club's members want to be ambassadors of Haverford Township. The Club convenes each Tuesday morning at 7:20 a.m., and Dan invited a member of the HRC to attend. Michelle indicated that she would attend the weekly meetings and will coordinate with Dan. Joanne asked about the major issues the Club would like to address and Nicholas indicated the lack of mindfulness and choice of language regarding a number of issues within the Township. He also indicated that the Club has approximately 20-30 members.

**Reports:**

**(1) PHRC Memorandum of Understanding**

Jenn indicated that the MOU needs to be signed by the PA HRC. She last had contact with them in late April. Jason will follow-up with them to have the MOU signed.

**(2) Education & Outreach Committee**

Michelle spoke about the April 4, 2018 vigil for Martin Luther King. She indicated there would be further efforts in the coming weeks to schedule a further event. Jason stated that he has a call on May 17, 2018 with Ellen Stone from the Haddonfield HRC to discuss events of interest, as well as the HCAN report and reports of recent racial issues in Haddonfield Township.

Jenn indicated that on June 23, 2018 there will be a Pride Day event at the Haverford Township Library. Also, on June 23, PA Action will conduct an accessibility mapping of Haverford Township businesses.

(3) Legislative Committee

Jason provided a recap of recent legislative issues he is monitoring, including the Philadelphia Wage Equity Ordinance which was partially invalidated by a recent court ruling, federal and state attempts to ban arbitration and non-disclosure of sexual harassment claims, and recent court decisions in the area of discrimination based on sexual orientation, the combined effect of which may see the potential for additional complaints to be funneled to the HRC.

(4) Tri-State HRC

Michelle provided an update on recent events and described how the Bethlehem HRC mediated a potential dispute between their Township and local residents in response to reports that ICE was intending to partner with local law enforcement to take on some of ICE's immigration enforcement responsibilities. Michelle indicated that the HRC there was able to resolve the dispute amicably and that the Township decided not to partner with ICE.

(5) Other Items

Jenn will send a Doodle poll regarding scheduling stakeholder meeting to discuss HCAN report.

The next regularly scheduled meeting was moved from September 19, 2018 to **September 26, 2018 at 7:00 p.m.**

*Meeting adjourned at 7:43 p.m.*

**Haverford Township Human Relations Commission**  
**September 26, 2018**  
**Meeting Minutes**

In attendance: Jennifer Leith, Joanne Glusman, Virginia Hammond, Michele Purdue, Bill Gowie, Gavin Vitale, Charlie Lutz (not in attendance Brooke Huff, Jason Conway)

1. Gavin Vitale, the Haverford High School Student Representative was welcomed as well as Charlie Lutz from the Haverford Middle School's Young Minds Change Lives (YMCL) club.
2. A motion to approve the 5/16/18 Meeting Minutes was put forward by Virginia Hammond; seconded by Joanne Glusman; unanimously approved.

It was noted that we still need the February 21, 2018 meeting as recorded by Brooke Huff for approval by the HRC.

3. Public Comment: Joanna Branch from the Havertown area Community Action Network's Families Programs spoke to the HRC about its annual MLK program and invited the HRC to participate. The event is usually held in the Haverford Township Free Library on the afternoon of MLK Day. There are themed activities for children and parents. The HRC will consider this opportunity and get in touch with Joanna if the HRC would like to join in the event.
4. Reports:
  - PHRC Memorandum of Understanding: In Jason's absence, there was no report on progress with the MOU with the PA HRC. There is a new Executive Director at the State level.
  - Education & Outreach Committee
    - Haverford Township Day, 10/6/18: Due to scheduling conflicts, HRC will not have a table at Haverford Township Day.
    - Town Hall on Diversity & Inclusion, 10/17/18: Each HRC member will take on a role for the Town Hall. A follow-up email with roles will be sent ahead of the 10/17/18.
    - Unconscious Bias Workshop, 11/14/18: Randy Duque of Philadelphia HRC will provide presentation on Unconscious Bias; this is a part-2 to the October Town Hall.
  - Legislative Committee: No report
  - Tri-State HRC: No report

5. Adjourn at 7:50pm

<b>Remaining 2018 Meeting Dates:</b> December 12, 2018 - 7pm
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**Haverford Township Human Relations Commission**  
**December 12, 2018**  
**Meeting Minutes**

In attendance: Jennifer Leith, Joanne Glusman, Virginia Hammond, Michele Purdue, Brooke Huff, Charley Lutz (not in attendance Bill Gowie, Jason Conway)

Meeting was called to order at 7:02pm.

1. A motion to approve the 9/26/18 Meeting Minutes was put forward by Joanne Glusman; seconded by Brooke Huff; unanimously approved.

It was noted that we still need the February 21, 2018 meeting as recorded by Brooke Huff for approval by the HRC.

2. Public Comment: No persons presenting public comment.

3. Reports:

- PHRC Memorandum of Understanding: In Jason's absence, there was no report on progress with the MOU with the PA HRC.
- Education & Outreach Committee:
  - **Town Hall** (10/17/18) De-brief: The Themes & Recommendations document was approved. The next steps will be: 1) send an email to Police Chief, Superintendent & HCAN presenters sharing the document and welcome the opportunity for follow-up (by January 7, 2019); 2) send document & any follow-up to the Board of Commissioners in January; 3) Put document on HRC webpage and FB, if possible.
  - **Unconscious Bias Workshop** (11/14/18) De-brief: Overall ok. Content was more presentation than workshop. Better if speaker delved into the *how* of responding to our Unconscious Bias.
  - **MLK Day and 2019 planning**: Need to talk to Principal Donaghy at HHS about MLK Day (probably for 2020 at this point) or partnering with group(s) in HHS for civic dialogue/dinner. Offer training on HRC ordinance for business owners (Jason & Michele, both attorneys, can lead). We will move forward with ideas once new members are on board in 2019.
- Legislative Committee: No report
- Tri-State HRC: No report
- HHS/HMS: Charley reported that the Young Minds Change Lives (YMCL) continues to meet and map out what it would like to focus on. It was suggested that HRC members meet with Principal Horan to center an upcoming Wellness Day (likely 2019-2020 school year) on Bias.

4. Skills Matrix: all members present completed the skills matrix to reflect what skills, knowledge, competencies they hold as members. Identified gaps in skills, knowledge, competencies will be shared with the Board of Commissioners to assist their search for new members.

5. Adjourned at 8:00pm

**Scheduled 2019 Meeting Dates:**

February 13, 2019 – 7pm

May 15, 2019 – 7pm

September 18, 2019 – 7pm

December 18, 2019 – 7pm