



City of York Human Relations Commission

York City Hall ^{Second Floor}
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York, PA. 17401

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COMMISSION MEETING – MARCH 18TH, 2024.

Meeting Minutes for FEBRUARY 19TH, 2024

The meeting was called to order by Chair Commissioner Mark Rhodes 6:03pm., in-person at City Council Chambers.

Meetings playlist, just go to: <https://www.youtube.com/playlist?list=PLtJDPWA3BHAIhNetQNC6xrWLEftgB1M60>

Roll Call of Commissioners:

Commissioners Present:

- Mark Rhodes – CHAIR
- Jada Richardson – VICE CHAIR
- Mina Edmondson
- Rabiya Khan
- Karen Crosby

Commissioners Absent:

- John Eyster ^{Excused}
- Anu Banks ^{Excused}
- Madeline Torres
- Kevin E. Watkins
- Jason Querry ^{Excused}

Public Comment:

- No Report

Approval/Consideration of Board Meeting Minutes for January 22nd, 2023. Motion to approve and vote for the consideration of the January Minutes that was made by Commissioner J. Richardson and second by Commissioner K. Crosby in the board meeting of February 19th, did not stand because of Lack of Quorum as per HRC’s Policies and Procedures Section 4.34 – “Quorum One more than one-half of the currently serving members of the Commission shall constitute a quorum”, and Act 185.10 (3) “Six members of the Commission or a majority of those duly appointed and qualified shall constitute a quorum for transacting business, and a majority vote of those present at any meeting shall be sufficient for any official action taken by the Commission.” Re-voting will be needed.

- **Motion:** Commissioner
- **Second:** Commissioner
- **Vote:** Unanimous

Approval/Consideration of Board Meeting Minutes for February 19th, 2023.

- **Motion:** Commissioner
- **Second:** Commissioner
- **Vote:** Unanimous

Report of Chair: Commissioner M. Rhodes

- CRC will meet on the 22nd of this month to further talk about the issues in the middle east. There will be discussions on some Historic issues that people don’t know and there are feelings involved. HRC will not be committed to anything until there are further details and what will be done. We don’t want to be picking sides. We don’t know what roll will be playing if any. The meeting will be open to the public, it will be a volatile situation. We can’t have HRC taking rolls on this.

- **Commissioner R. Khan:** Question: You say that HRC can't take rolls in this, but isn't part of the HRC's roll to mitigate tension in our community?
- **Commissioner M. Rhodes:** Yeah, but it's not like we've had any complaints come through that says that there's tension...
- **Commissioner R. Khan:** I don't think there has to be a complaint related to tension in the city...
- **Commissioner M. Edmondson:** yes, like with the Southern School district- there wasn't a complaint but as the HRC we still commented on what happened.
- **Commissioner R. Khan:** Yes. Historically we've help organize events to limit tension and address issues without-
- **Commissioner M. Rhodes:** Yeah, but we haven't- those things though were yeah, limited, we were getting involved in the early ground for that- Do we see that happening out here? As far as the conflict in the middle east? Is that happening in York? Is there- Have been protests?
- **Commissioner J. Richardson:** You are discussing a conflict right now. That's a conflict.
- **Commissioner M. Rhodes:** Well, Yeah. I just don't see- since we are the legal arm, and you are right, we are supposed to quarrel tension. I haven't heard nothing in this area too bad, I've been hearing more complaints about Susquehanna School district than anything. So, you just need to bring it to our attention if there's something we can do, as long as it is under the realm of what we do.
- **Commissioner J. Richardson:** well, it seems that, in response to what you are saying- I don't know if we were invited to this discussion that was had or not but, There isn't a need for HRC to pick a side more than to take a stance and that is that "There is no place for hate in our community regardless of who's on the receiving end of that." And I think if there's any involvement for us to have it's in that.
- **Commissioner M. Rhodes:** Yeah, and that's fine when that comes but now it is not the way it's being presented to us. It's being presented like there's one side that's being really hammered and the other side is not- I don't know if any of that is true, I haven't seen either one. So, we're gonna have a discussion on Thursday to see where this is all going. The CRC is where we are at, our mission and goal is to confront these kinda things. And when it was brought to the meeting it made everyone go, uh oh.
- **Commissioner J. Richardson:** So, is the idea that we are to wait until there is a crisis happening in the community to say anything?
- **Commissioner M. Rhodes:** I wouldn't say that, but we'll know Thursday. We are making some effort- come this meeting to figure this out and see what we can do. So, we are not actually waiting.
- **Commissioner M. Edmondson:** well, this is not directly related to the conversation, but the Executive Director of the Pennsylvania Human Relations Commission (PHRC) has stated in the las Newsletter his opinion that the Black community should support Israel...
- **Commissioner J. Richardson:** Regardless of what the CRC decides to do, we are an independent agency- and I believe that with this new information, we need to be prepared to make a statement or know what our position is and that we do not agree with hate, I think we need to be in a position to state how HRC is handling this issue and be able to provide information and context for why our position is what we are saying it should be.
- **Commissioner M. Rhodes:** this is a very volatile situation...
- **Commissioner M. Edmondson:** For me it is not about taking sides but about all the human rights that are being violated, that is where HRC should stand on.
- Been getting lots of complaints from "Susquehanna" High School. A Mom from Baltimore called me- don't know how she got my number, but she is complaining that her children are facing racial harassment. She took it to the authorities and they said it is being handled, yet it's not.
 - **Executive Director C. Twomey:** The backstory on that is that a young girl on Black History month posted a picture with a caption "eeww ---" "N" word and it went viral in Susquehannock. There have been other racial incidents of "hate speech". The York Dispatch has an article on that and this past Board Mtg. An African-American mother came forward to also enumerate the times that her children had encountered racial harassment and the fact that nothing was being done about it either. Since this was hate speech related I contacted the District Attorney and brought him up to speed by sending the video footage and info on the matter. Right now the case is in Harrisburg, pending the investigation.

Report of Secretary/Treasurer: (TEMPORARY) SAYMARA TABALES

- **Budget and Finance:** No new expenditure. The \$600 from the FHAP funds had been approved last month as well as the \$5,000 of the Down-payment for the Keynote Speaker at our Div. Event.
 - **Commissioner M. Rhodes:** That we're getting back, right?
 - Yes, as soon as we get the grant from the Health Bureau.

Report of Standing Committees:

- **Personnel Committee: Commissioner M. Edmondson**
 - No Report
- **Planning and Community Relations Committee: Commissioners M. Rhodes & J. Querry**
 - I really need to get you that report after the CRC mtg and everything else.
 - To Commissioner R. Khan: *I hope you can make that mtg, you'd be very instrumental. 'cause I don't really care for how that came off, you know what I mean? It's kind of... I don't know how to say it,- we'll talk later.*
 - I will send that link for the meeting to all of you.
- **Nominating and Leadership Development Committee: Commissioner M. Edmondson**
 - Connections with PHRC have been made though they've said 3 times that they will have someone reach back out yet nothing.
 - Commissioner J. Richardson called an executive session after the mtg.
- **Social Media & Branding Committee: Commissioner R. Khan**
 - I have checked in with Saymara about the Div. event flyer to start promoting in it, other than that she has done a very good job posting.
 - I think sharing the Appell's events is also good and it may result in ours to be shared as well.

Correspondence:

Report of Staff:

- **Executive Director**
 - As mentioned last mtg we have been awarded two \$68,000.00 grants from the Health Bureau. One is towards our Youth Coalition Program and the other towards Community Trainings and Workshops.
 - First training on Hospitality for businesses in collaboration with White Rose is in the works.
 - Met with CRC and the Equity Group to discuss potential programs for the Youth Collaborative.
 - I've participate with Commissioner Muldrow and Captn. Lentz in various meetings with the district attorney and a presentation at Central High School with United Against Hate. Soon we are to go back to Harrisburg to unite with Muslim leaders along with commissioner R. Khan.
 - I will be collaborating with Jeremy Hayes from Tenfold on March 25th, here in City Hall. From 4-6 we'll be doing a local training on LGBTQIA+ housing rights and May 1st and 2nd, will be on Fair Housing on the panel will be PHRC and a finance agency from Harrisburg.
 - Saymara and I have had two mediations this past month. The second not being successful will go into full investigation unless the complainant chooses to take it to the EEOC. The first one was very successful. Part of the agreements was a \$15,000 settlement towards the complainant.
 - Race as a Public Health Crisis / HRC collaborative met with the Mayor to present the resolution that Commissioner Jada Richardson put together, and there was an agreement that after a couple minor changes it will be ready to present to Council.
 - We have booked a Cater for the Div. Event; Liz Morales- Jamiel Alexander's wife. She is very excited to do that for us and squeeze us in because her business is exploding.
 - We've gotten 3 small sponsors thus far. We've added sponsorship packets in your documents tonight. So, you can reach out to your acquaintances and spread the info and hopefully will get more high-end sponsors.

- Commissioner M. Rhodes: Question- the Tenfold thing your doing on LGBTQ rights- is there a reason we are just separating them out?
 - We are doing it because that is what Tenfold wanted to do and asked if we wanted to collaborate as well as Rainbow Rose.
 - So, they wanted to separate that group out of all the protected classes that we cover?
 - Yes.
 - Hum.
- **Administrative Intake Support Specialist:**
 - All categories included we've had 13 cases since last mtg.
 - Cases that have an open date year of 2023 are more likely to be on the Compliance stage, which means that there has probably been mediation and a result but until we have evidence that the agreements have been accomplished, only then can we close them. We still need to monitor respondents to make sure they comply.
 - Many calls come in that don't have to do with Act 185, but some City departments seek our assistance in translation some require more time than others.
 - **Housing Evictions Counselor:**
 - There have been 8 Housing Cases since the last mtg. 3 made it to Dockets. Other clients we monitor and give support along the way.
 - All cases but 1 pertain to the city.
 - As for the Calendar of Outreach Events; April will be a pretty busy month. We were invited by the Health Bureau to attend a health summit in Harrisburg and also the Latino Health Summit. Most of events will be around the months of March and April.
 - In the past month we've participated in about 6 different events.
 - I've Completed my Training with ADVOZ- I have also been Certified as a Mediator.

Unfinished Business: Commissioner Rhodes

- No Report

New business:

Adjournment of CYHRC meeting: 6:42 pm

- **Motion:** Commissioner J. Richardson
- **Second:** Commissioner M. Edmondson
- **Vote:** Unanimous

Motion to Adjourn and vote made by Commissioner J. Richardson and second by Commissioner M. Edmondson did not stand because of Lack of Quorum as per HRC's Policies and Procedures Section 4.34 – "Quorum One more than one-half of the currently serving members of the Commission shall constitute a quorum", and Act 185.10 (3) "Six members of the Commission or a majority of those duly appointed and qualified shall constitute a quorum for transacting business, and a majority vote of those present at any meeting shall be sufficient for any official action taken by the Commission." Re-voting will be needed.

The next CYHRC meeting is scheduled for Monday, April 15th, 2024, at 6:00 pm