

Human Relations Commission
September 3, 2019 Meeting

Meeting called to order at 6:05 by Patti Darling, chair

1. Roll call: present were Patricia Darling, Chair; Roberta Swafford, Secretary; Leslie Ohta, Commission member; Sherri Tanguay, Director of Human Resources. Durlene Mikkelson, Director of Human Services, was excused.
2. Minutes of June 4, 2019, meeting were approved.
3. Chairperson's Report:
 1. There was an article in the Hartford Courant on 9/28/19, that highlighted GHRC duties and absence of discrimination complaints brought to the Commission.
 2. The Glastonbury Citizen ran an article in the 9/05/19 edition about the duties of the HRC and when meetings are held.
 3. Since 1998 the Glastonbury Human Relations Commission (HRC) has sponsored various events on topics such as employment discrimination and health care issues. The most recent event, which focused on healthcare, was held in January 2012. It was cosponsored with the Commission on Aging. In addition, the Commission on Human Rights and Opportunities (CHRO) holds three training sessions on Fair Housing each year in February, June, and October, at their Hartford office. The sessions are free and open to the public.
 4. The chair stressed the importance of informing people about the work of the Connecticut CHRO (Commission on Human Rights and Opportunities).
4. Committee Reports:
 - a. Affirmative Action/Recruitment Report; Affirmative Action Plan for Fiscal Year 2019-2020:

Sherri Tanguay reported on hires and promotions for this fiscal year which ended on June 30, 2019. At that time the Town reviews race and gender statistics for the year. Sherri clarified that Affirmative Action Plans contain goals, not quotas. Filling the position of clinical social worker has presented challenges. A substance abuse coordinator started today. The Town has hired 4 women, no minorities. The comptroller is retiring and that position will have to be filled. Filling positions in the police department continues to be challenging. Last year there were 5 or 6 retirements which were filled by promoting current staff. It is in the lower levels that presents opportunities to enhance diversity. The challenge is that Glastonbury vies with other towns to hire officers who have already been trained. The Glastonbury Police Department participates in job fairs to try to recruit new officers. The Town works with the police department on the goal of improving diversity on the force.
 - b. Human Services Report:

Durlene Mikkelson provided her report to the meeting.

Social Services will begin taking applications for the Energy Assistance program on September 16, 2019 for the upcoming winter. The elderly/disabled rental rebate program will accept applications until September 30th. To date 223 applications have been received. The annual Back to School program was held on August 22, 2019. To date, 165 households have received backpacks, school, supplies and gift cards. The program will continue while supplies last.

Youth and Family Services held its TAAG (Teen Adventure & Action Program) in which 8 middle school boys participated in adventure-based activities to help enhance their goal-attaining skills, confidence and team building. Creative Experience celebrated its 45th summer season with the production of Footloose in which 150 youths, an orchestra of 12 and a back stage technical crew of 18 participated. Creative Experience's after school program has scheduled a fall musical cabaret with performances schedule for November 8th and 9th. Forty

children enrolled in the WACY (Welles Village Activity Council) summer program. Three of the program leaders were young people who had grown up in the program and who are now preparing to attend college this fall. There still remains a need for clinical services even though the school year has ended.

5. Martin Luther King Events:

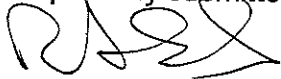
Leslie Ohta reported on an upcoming event on the topic of Mass Incarceration. She suggested that there be a more robust effort to advertise the event in the Hartford area to stimulate interest in and attendance at this event. There is a project still in the planning phase to build mixed income housing in town.

6. New Business: There was no new business.

7. Next meeting is scheduled for Tuesday November 12, 2019, at 6p.m. at the Riverfront Community Center. Snow date is Thursday November 14, 2019, at the same time and location.

8. The meeting adjourned at 7:35.

Respectfully submitted,



Roberta A. Swafford, Secretary