

Human Relations Commission Meeting Minutes
September 5, 2023

The meeting was called to order at 6:03 pm. Present: David O'Connor, Leslie Ohta, Kevin Kuzia, Sherri Tanguay, and Lori LaCapra

1. Approval of Minutes June 6, 2023

The minutes were approved unanimously.

2. Committee Reports:

a. Affirmative Action/Recruitment Report - Sherri Tanguay, Director of Human Resources

Ms. Tanguay presented the Workforce Analysis & Affirmative Action Goals. There was a discussion on the recruitment statistics and progress toward affirmative action goals during the July 1, 2022 through June 30, 2023 period. Ms. Tanguay explained the availability analysis for each of the job group categories, as well as promotion opportunities in each of the fields. There was a brief discussion on promotion opportunities in the protective services job group. Ms. Tanguay discussed recruitment efforts and hiring strategies, which include working with Goodwin College. She noted that the hiring goals are not quotas and explained that the focus is on outreach. There was continued discussion on the progress toward goals of hiring more minorities in the Paraprofessional, Office and Clerical, and Skilled Craft Workers groups.

Motion by: Mr. O'Connor

Seconded by: Mr. Kuzia

BE IT RESOLVED, that the Glastonbury Human Relations Commission recommends The Affirmative Action Plan for the Fiscal Year 2023-2024 as set forth in the document dated, September 1, 2023, and attached hereto.

Result: Motion passes unanimously. (3-0-0)

(Ms. Ohta left the meeting at 6:45 pm.)

b. Human Services Report – Lori LaCapra, Director of Youth and Family Services

Ms. LaCapra reported that they continue to receive clinical referrals. She noted that the International Overdose Awareness Day event on August 31 was powerful. Ms. LaCapra explained that this was the first annual event and they plan to do it again next year. She noted that Senator Blumenthal spoke at the event, and added that there were resource booths and brochures to educate the public. Ms. LaCapra briefed the Commission on their work with the Glastonbury Police Department in organizing the DEA National Rx Takeback Day, as well as Narcan training and suicide prevention. Ms. LaCapra noted that they have 17 people on the

waiting list, which is down from 34 from the beginning of summer. She discussed the staff changes in the department and added that they are looking to hire a part-time substance abuse clinician. There was a brief discussion on the increase in referrals from the school district. Ms. LaCapra briefed the Commission on the children's summer programming, which included the Sponge Bob play and summer activities in the Welles Village Community Center Program. Ms. LaCapra discussed the plans to continue the *4 What's Next* program which was created by the Jordan Porco Foundation to prevent suicide. She noted that an anonymous donor funded the programming and added that they will partner with the High School for two more events. Ms. LaCapra discussed resource booths in different places to promote the initiative, such as the upcoming Apple Fest. There was continued discussion on how the referral process works.

c. Martin Luther King Report - David O'Connor

Mr. O'Connor noted that there are two upcoming events. On Wednesday, October 25, from 5:00 pm to 6:30 pm, there will be a poetry reading of Maya Angelou's "Still I Rise" at the Welles Turner Library. The second upcoming event is planned for the end of November. It is a film screening of *We Still Live Here*, a documentary on the Wampanoag Tribe reviving their language. Mr. O'Connor noted that the film has gotten a lot of attention and added that a discussion will follow the film screening.

3. Housing Authority Report – Neil Griffin, Director, Housing Authority

Mr. Griffin was not present at the meeting. The report was emailed to the Commission to include in the minutes.

1. Nye Road Housing Development- preliminary design concepts are being reviewed by the Town's PAD review Subcommittee which includes members of the Town Council, TPZ & ASDRC.
2. Welles Village Conversion- GHA is preparing an application for Rental Assistance Demonstration (RAD)/Section 18 Small PHA Blend conversion. As previously discussed, the conversion will convert the units to a project-based voucher funding source and Welles Village will close out its public housing program contract. The conversion provides the same tenant protections that tenants currently enjoy, increases funding to the property and provides what has been historically a more stable funding platform. The conversion also means tenants will have an opportunity to receive a tenant-based Housing Choice Voucher in GHA's portfolio so this feature will be very limited because the feature needs a voucher to be available which relies on voucher turnover.

As part of this application GHA is likely to submit a disposition for the undeveloped land to the rear of the main office. This would separate the land from Welles Village with GHA still owning the land. This disposition would allow additional units to be developed on the parcel in the future if this is determined to be desirable and viable.

4. **Old business** *none*

5. **New business** *none*

6. **Adjournment**

The meeting adjourned at 7:04 pm.

The next meeting is Tuesday, November 14, 2023.

Respectfully submitted,

Nadya Yuskaev
Recording Secretary