

Human Relations Commission Meeting Minutes
November 14, 2023

The meeting was called to order at 6:00 pm. Present: David O'Connor, Isabel Rolfe, Sridhar Kadaba, Leslie Ohta, and Sherri Tanguay.

1. Approval of Minutes September 5, 2023

The minutes were approved unanimously.

2. Committee Reports:

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

Ms. Tanguay presented the recruitment report for the period of June 5 to November 13, 2023. She noted that about 30 percent of the new hires are people of color. Ms. Tanguay remarked that they are pleased with the latest recruiting effort. She provided a chart with information on promoted Town employees. There was a discussion on recruiting strategies and police recruitment. One of the promotions was a female police officer who was promoted to police agent. Ms. Tanguay noted that Glastonbury attracts certified police officers from other Towns and offers a competitive benefits package. Ms. Tanguay noted that the two newly hired police dispatchers are women of color. There was a discussion on the difficulty of recruiting clinicians. Ms. Rolfe noted that Ms. LaCapra explained that many clinicians prefer to work from home or in private practice, which is hard to compete with. There was continued discussion on promotion opportunities for current Town employees.

b. Human Services Report – No report was presented as Lori LaCapra, Director of Youth and Family Services, was not in attendance.

3. Martin Luther King Report - David O'Connor

Mr. Kadaba reported that the poetry reading event, co-sponsored with the Welles Turner Library, was a success and was very well received by the 30-40 attendees. He noted that the community conversation centered around what the Maya Angelou poem meant to each of the attendees. Mr. Kadaba noted that the Welles Turner staff plan to hold such community events more frequently. Mr. O'Connor noted that this initiative is similar to the Global Read program based in Seattle. Mr. Kadaba noted that Global Read also works with the Glastonbury School System and explained that a topic is selected to facilitate conversation.

Mr. O'Connor noted that the November 30, 2023 event is a film screening and discussion of *We Still Live Here: Âs Nutayuneân*, a documentary on the Wampanoag Tribe reviving their language. He noted that a session on racial profiling is planned for December 13, 2023.

4. Housing Authority Report – No report was presented as Neil Griffin, Director, Housing Authority, was not in attendance.

5. 2024 Meeting Dates

March 5, 2024 (snow day March 7, 2024)

June 4, 2024

September 3, 2024

November 12, 2024

6. Old business

There was discussion on the MLK mural which is still in the planning stage.

7. New business none

8. Adjournment

The meeting adjourned at 6:19 pm.

Respectfully submitted,

Nadya Yuskaev

Recording Secretary