

**Human Relations Commission Meeting Minutes**  
**March 5, 2024**

The meeting was called to order at 6:02 pm. Present: David O'Connor, Leslie Ohta, Sherri Tanguay, and Sridhar Kadaba.

**1. Approval of Minutes November 14, 2023**

The minutes were approved unanimously.

**2. Committee Reports:**

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

Ms. Tanguay presented the latest recruitment report. Mr. O'Connor wanted to confirm that the preschool teacher position is listed under the Town and not the BOE. Ms. Tanguay replied yes. There was a brief discussion on the recruitment numbers and job categories. Ms. Tanguay provided an update on the internal promotions from November 14, 2023 to March 4, 2024. Seven employees were promoted, including three minority employees and three women. There was a brief discussion on the challenges with police officer recruitment.

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

Ms. Tanguay distributed the latest report on behalf of Ms. LaCapra who was not able to attend the meeting.

Staffing- 2 recent resignations: PT Substance Abuse Prevention Coordinator (2/29) and FT Mental Health Clinician (3/29).

Currently 4 open positions. Those 2 mentioned above and a PT Mental Health Clinician and a PT Substance Abuse Clinician. To date the pool of qualified applicants has been minimal. They recently increased the scope of recruitment effort and sites.

Clinical Services- Clinical Referrals continue to come in at a steady flow. Referrals are coming from parents, students, schools, and pediatricians. They currently have a waitlist of 30 individuals.

Youth and Family Services launched a Parent/ Guardian Support Group 6 weeks ago on Wed evenings. This was a 6-week group ending on March 6. Approximately 35 parents registered. Parents have requested to continue this group support starting up again in April. Youth and Family Services hope to hold 2 groups, one in the late morning and one in the evening to accommodate more people.

Outreach Services- Outreach clinician at GHS has been holding lunch for several weeks focusing on building life skills, understanding healthy relationships and managing stress. In partnership with GHS faculty, Youth and Family Services host 2 student groups during the school week providing them with an opportunity for culinary experiences and social skills building.

Outreach staff will be having a booth at the upcoming Town Health Fair this Friday to share brochures, pamphlets and other materials.

Youth and Family Services Creative Experience Department's Traveling Musical Troupe will be performing Flat Stanley in the elementary schools this spring, with one performance open to the public.

This Summer will mark 50 years of Summer Musicals produced by GYFS.

There was a brief discussion on the 4 open positions and the recruiting efforts. Mr. Kadaba asked if the positions were in-person or remote. Ms. Tanguay explained that some of the positions used to be remote /telehealth format. She noted that, currently, the positions are in-person. Ms. Ohta briefly spoke about the benefits and flexibility of the remote option. There was a brief discussion about the waitlist and competitive salaries. Ms. Tanguay noted that it is unusual for towns to provide such services and added that the competition is private practice. Several Committee members noted that salaries are likely higher in private practice.

**c. Martin Luther King Report - David O'Connor**

Mr. Kadaba spoke about the planning of an upcoming diversity and education event in collaboration with the Welles Turner Library. He noted that they are looking to invite Ms. Valorie Kaur, a top-notch speaker with an impressive background. Mr. Kadaba noted that Ms. Kaur is publishing a book and a Zoom event is also a possibility.

Mr. O'Connor spoke about the upcoming events schedule. He noted that they are planning an event in July in conjunction with the completion of the Town Hall mural. Mr. O'Connor noted that they are working on an education event centered on Native Americans. He reported that a Pride event is planned for June 9, 2024.

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

No report was presented as Mr. Griffin was not able to attend the meeting.

**4. Old business none**

**5. New business none**

## **6. Adjournment**

The meeting adjourned at 6:18 pm.

The next meeting is Tuesday, June 4, 2024.

Respectfully submitted,

Nadya Yuskaev  
Recording Secretary