

**MINUTES**

**HUMAN RELATIONS COMMISSION**

**Regular Meeting: Tuesday November 13, 2018**  
**Riverfront Community Center**

Present:

**Commission Members:** Patricia Darling, Chair; Leslie Ohta; Roberta Swafford. Secretary

**Staff:** Sherri Tanguay, Director of Human Resources

1. **Roll Call:** Patricia Darling called the meeting to order at 6:05 p.m. and welcomed the members present.
2. **Approval of Minutes of September 4, 2018, Regular Meeting:** Leslie Ohta moved that the minutes be approved. Roberta Swafford seconded. The motion passed.
3. **Committee Reports:**

a. **Affirmative Action/Recruitment Report:** Sherri Tanguay reported. The Police Department has hired several people. In addition there were three internal promotions of officers to lieutenant. Francis Perrone was promoted from police officer to lieutenant. He brought experience from his previous service with the Hartford Police Department. Tony Pagliughi was promoted from Agent to Sgt. At the promotion ceremony his grandfather pinned his badge on him as his father had recently died.

The library has had several promotions. One male has been hired as a library assistant. In addition, Moses Kibara, who is from Africa, was hired for the position of Web Application Support Specialist. Tara Bolton was hired as Outreach Social Worker. There were 3 black employees either hired or promoted: Librarian Assistant, Librarian, Web Application Support Specialist. Six women were either hired or promoted: 2 Librarian I, Librarian II, Library Assistant, Administrative Secretary and Outreach Social Worker. In all there were 20% black hires and 40% women some of which overlap.

b. **Human Services Report:** Durlene Mikkelson was excused. Her report enumerated various activities in which residents of Glastonbury participated.

Seniors: Recent activities included a chronic pain workshop presented by Connecticut Community Care, Inc. The 22 participants gave positive feedback. On September 20th, National Senior Center Month was celebrated with special food and entertainment. An internal survey of participants was given regarding reasons seniors use the Senior Center. Two other programs conducted in coordination with the Youth and Family Division involve Pen Pal Program for seniors and young people and Techy Teens Assist Savvy Seniors. Upcoming was a forum "The Power of Grandparents" regarding the positive role grandparents can play in the lives of their grandchildren on the issues of alcohol and substance abuse.

Youth and Family Services: Navigating Transitions is a conversation on issues of mental health for parents and high school students as they transition from high school. An upcoming workshop by the Youth Action Council will discuss the danger of e-cigarettes and vaping. It will also give presentations at local schools on the issue of vaping as well as illegal drug use and alcohol. There will be a screening of the movie Resilience: The Biology of Stress & the Science of Hope about cutting edge brain science to disrupt cycles of violence, addiction and disease. A new drumming group has been formed at Smith Middle School. The fall theater production will be "The 25th Putnam County Spelling Bee". Performance dates are 11/29, 11/30, and 12/01. The cast is composed of 7-12 graders and features a live orchestra. Chick-fil-A has donated a free library which is located in an outdoor cabinet on a post. It is for all ages.

c. **Housing Report:** There was no housing report as the Commission is waiting for a new member to act as housing liaison.

4. **Martin Luther King Events:** Leslie Ohta reported that Glastonbury MLK Community Initiative (GMLKCI) presents several community discussions each year. The next one is on mass incarceration. One suggestion is that MKL and TALK, a community organization that examines current issues, collaborate for a discussion of the status of Sheff v. O'Neill. The required ratio for diversity established by that case is 70% minority students and 30% non minority. That requirement has resulted in empty seats at magnet and CREC schools. A proposal by the State to change that ratio to 80%-20% was opposed by the Sheff plaintiffs. A fund raising letter has been sent out soliciting contributions to support the work of GMLKCI.

5. **Chairperson's Report:** Patricia Darling, Chairperson, reported that the town's Affirmative Action Plan was submitted on June 5, 2018; the Town Council approved it on June 12, 2018. The "Questionnaire for Advisory Commissions and Boards" was completed and sent to Richard Johnson on September 10, 2018. Chairperson Darling sent a letter to John Tanski, chair of the Glastonbury Republican Town Committee, regarding the 2 vacancies that are waiting to be filled. The "Discriminated Against In Glastonbury?" statement was discussed and various changes offered including references to both state and federal laws. Sherri Tanguay will research the applicable laws. Proposed changes to the statement will be discussed at the next meeting.

6. **New Business:** Schedule meeting dates, and snow dates, for next year and reserve rooms. It is important to cancel snow dates that are not used to open a reserved room for other purposes. *Members* of the Commission are required to review the ethics video every 2 year.

7. **Next Meeting:** The next meeting is scheduled for Tuesday March 5, 2018 at 6 p.m. at the Riverfront Community Center. Snow date is Thursday March 7, 2018 at 6 p.m. at the Riverfront Community Center, room tbd.

Respectfully Submitted

Roberta Swafford, Secretary