

## Abington Human Relations Commission

Minutes: May 10, 2018

### Honoring Meredith Gill

Since Meredith has already moved into Center City, it's difficult for her to get to Abington for the ceremony to honor her participation in the HRC. For now, we'll hold off until a good time or alternative way of doing this can be found.

### Implicit Bias Training

The training for the Abington Police Department went very well. Teams of HRC members trained groups of police officers, detectives, and other members of the Department for 8 sessions in April and May. Some groups were more talkative and participatory than others, but the feedback from Chief Malloy and Deputy Chief Warner was great. We enjoyed and were honored to work with our excellent police department in this way.

Some suggestions as we reviewed the training: Ask leading questions prior to showing the film clip in order to better "set it up." Use even more personal examples. Mention that there can be implicit bias against the police and on both sides of an altercation.

We would like to do this program for the Commissioners. Joanne will contact Jon Spiegelman to suggest this for the fall.

### Ad for New Member

With Meredith no longer living in the township, we need to advertise for a new member. The ad was sent to the Township Manager. We now want to get it to the Commissioners and on the website. Shelley will ask Nathan to put it on the website and Rosemary will send it to the Commissioners. The new deadline is June 15 to receive applications and then we will set up an interviewing process.

### Training for Other HRCs

Upper Dublin's new HRC was very pleased with the training that Rosemary and Joanne did for them. Carl Summerson from the PA HRC contacted Joanne and asked if we'd be willing to do the same for other HRCs and specifically if we could go to Bethlehem. We would be willing if they are able to send representatives to us.

### Memorandum of Understanding with PA HRC

We've been waiting for more than six months for the MOU to be approved by the township's attorneys so that we can sign it. Joanne was asked to present it to the Commissioners. After her presentation (major points below), they voted in favor and it will be voted on by the whole Board.

1. The PHRC requires cross-notification between agencies of complains.
2. It is not known whether a complainant who has filed with the Abington HRC, but not the PHRC, has preserved their rights to go to court if the complaint falls under the PHRC's jurisdiction.
3. Therefore:
  - a. When someone files with us, we will advise them that the complaint must be filed with the PHRC within 180 days of when the person knew or should have known of the event (which we already do).
  - b. We give information on filing claims. People can file it online or with us and we can forward it to the PHRC.
  - c. With dual filing, we notify the Respondent and the PHRC also notifies.
  - d. We first mediate a claim. The PHRC won't act on it until we notify that it's resolved, that mediation has failed, or 6 months has passed.
  - e. For employment claims, we also notify of the right to dual file with the EEOC, housing, HUD.
  - f. There is a 5 year term. Term requires 30 days notice.
4. Confidentiality Agreement
  - a. Cross notify of complaints
  - b. All is confidential. Information sharing is not public disclosure. If someone receives a subpoena or a request for information, notify the other entity and give them the opportunity to protect the information.
  - c. There is a 30 day termination period.
5. We would tell people with an LGBTQ complaint to file with the State (even though the State doesn't currently protect them) because of changing State law.

Joanne will find out: If a person files a paper complaint and we mail it to the State, when is the statue tolled? Is it when we receive it, when we postmark it, or when it is received by the State?

Abington Night Out: August 6

We'll be there and this year, in addition to candy, we'll have pens made with Abington HRC on them. John will take charge of this and Amy will find out about paying for it.

Meeting Schedule

June 6, July 11, Aug. 6 (Night Out), Sept. 5, Oct. 3, Nov. 7, Dec. 5