

**MONMOUTH COUNTY HUMAN RELATIONS COMMISSION**

**Full Commission Meeting**

Monday, February 2, 2009

3:30 p.m. – **5:00 p.m.**

Human Services Building

Agenda

Members attending: Earl Teasley , Sherri West, Philip Smith, John Schwebel, Carolyn Schwebel, Kay Guadagno, Patricia Whyte, Barry W. Johnson, Miguel Virella, Rev. Ricky Pierce, Ted Lee, Mark Kinmon, Keith Rella, Freeholder Amy Mallet, Sondra Cannon, Linda Zucaro, Angel Quiles, Rosa Lee.

I. Call to Order – Salute to the Flag  
Meeting called to order at 3:40PM

II. Approval of the Minutes: Minutes from the December meeting were reviewed by commission members, moved by Sondra Cannon, seconded by Carolyn Schwebel, and approved by those in attendance. Introductions of attendees took place, with Amy Mallet, new Freeholder, introducing herself. She mentioned that she was also a member of the New Jersey State Human Relations Commission, and, in that capacity, would be eager to provide information to our group on a timely basis.

III. Chairperson's Report

Earl relayed that he was pleased that Freeholder Mallet was with us today to continue the strong working relationship that the MCHRC has had with past liaisons. He noted Freeholder Mallet's strong commitment to human rights issues.

Earl went on to note that it was important to understand the present tough economic times. "Now, more than ever, we may find our services needed," Earl suggested, and expressed concern that human rights issues may be thought of as less important than economic issues. Despite the economic downturn, he argued, it is necessary to speak up and act in the name of access and equity.

IV. Treasurer's Report – Phil Smith reported that the MCHRC budget has been reduced from \$3900 to \$3000, which should not put a great strain on our planned events. The price for the MCHRC banner that we were developing should cost no more than \$250. After all 2008 expenses, \$807.70 remain, and after some small expenses are paid, he believed we would have a total of \$701.01. Earl noted that although the budget has been reduced for 2009, the amount represents a conservative estimate, applauding Barry Johnson and Lynn Miller, who worked hard to utilize in house resources for maximum efficiency. Barry reiterated that it is important to submit estimated expenses for all planned events as early in advance of the event as possible, so as to facilitate planning, purchasing, and scheduling.

V. Core Team Reports

A. Police/Community Relations – Chief Jack Hill

Chief Hill was not present, and the meeting this past Wednesday was cancelled due to weather, but plans continue for spring workshops, “Walk a Day in Our Shoes,” for community leaders and police. Earl mentioned the possibility of another training at the Simon Wiesenthal Museum in New York, educating approximately 25 to 30 police. Because the grant expires this year, the MCHRC is eager to take advantage of this opportunity, and is in the process of negotiating a program.

Plans to establish and/or revive MUNI HRCs was discussed, with Earl explaining the process linking the work of the MCHRC with the MUNIs. Plans are afoot to work with the leadership in Asbury to establish stronger connections. Linda Zucaro explained the history of the MUNI HRCs. Mark Kinmon, Chief of Police in Asbury Park, volunteered to help in the formation of a MUNI HRC in Asbury Park.

B. Youth Awareness – Pat Collum

No updates were available at the meeting. A “Help Stop Bullying Now” notice circulated, a concern that continues among school officials and Affirmative Action Officers, citing recent cases in Toms River and Jackson. Earl stated that Executive Superintendent Carol Morris also indicated a willingness to help us in any effort to do outreach to the youth of Monmouth County.

C. Economic Issues – Linda Zucaro

Though there are nine members on the committee, it has been difficult to hold a meeting, as attendance has been low at recent meetings called. Affordable housing is the biggest issue, but Linda suggested that a new chair might energize those that want to work on this issue. The Jan. 13th meeting was canceled and no new meeting is scheduled. A discussion of the connection between affordable housing and access and the MCHRC took place.

VI. Standing Committees & Support Teams

A. Membership – Leroy Hill

Carolyn Schwebel, in Leroy’s absence, noted that, as per the bylaws, members that miss four consecutive meetings are to be removed from the committee. Letters, emails, and phone calls were made to members that had had missed meetings, with members given the opportunity to reply. After a brief discussion, the following members were removed from active membership by a majority vote of the full commission: Joan Brearley, Michael Warshaw, Wendy Edelson, Tom and Maxine Daniels, Howard West, Sr., Rich Favara, and Connie Selby. John Schwebel moved to send certificates of

appreciation for past service to six of those listed: Joan Brearley, Tom and Maxine Daniels, Wendy Edelson, Howard West, and Michael Warshaw. An invitation will be sent to each member welcoming them to the April meeting to receive certificates of appreciation. An updated copy of the Membership Directory, including that for the new members, was circulated with a request for changes. Freeholder Mallet reiterated the need for all members to do outreach to their respective communities, and mentioned that an online application for volunteer commissions was available through the county website.

**B. Communications – Carolyn Schwebel**

We have received various requests for speakers, and since it has been some time since the last training session, a signup sheet was circulated for members to volunteer to speak to community groups. The Wolfe Hill School is requesting speakers from January to May, on the topic of World Cultures. There is great need to recruit new speakers. Angel Quiles asked if there was any interest in hearing from Veterans.

**C. Resource Development – Kay Guadagno**

Kay reiterated the need to make the MCHRC more visible via a tablecloth with our logo, as well as folders and stickers with clear identification, and the decision was made to go forward with that, after consultation with Barry regarding the budget.

**D. Incident Response and Reporting Team – Earl Teasley/Dave D’Amico**

Earl mentioned that some calls have been received and he needs help in responding in a timely fashion. Earl and Dave are presently working, but Earl circulated a signup sheet asking to create a team to handle inquiries.

**E. Immigration Working Group**

There is no news to report and there have been no recent meetings. Earl spoke to Sheriff Guadagno, who is willing to speak about the 287g pilot program which would affect immigrant groups in the county, and Earl plans to request that she speak at the April meeting of the full commission.

Additional issues were mentioned, one by Father Miguel, who explained the need for a Community Identity Card for undocumented residents for the purpose of providing identification to police or other officials. His organization, Hispanic Affairs and Red Latina now has the equipment to produce the cards. The need for more connections between the immigrant population and social services is another need. Patricia Whyte asked about services in Red Bank, and the idea is spreading. In addition Father Miguel mentioned the Bereft Women and Families Project, to provide aid in the case of

deportation, since there is often great stress on those family members remaining. Many are seeking help at local churches and there are problems in providing language and legal help. Currently, Hispanic Affairs is providing facilitation for such individuals. Rosa Lee stated that the National Association of Social Workers also provides such services.,

## VII. Old Business

### A. Development Workshop Update

Sondra Cannon discussed the results from last April's workshop, and these are appended to the minutes for member review and consideration. Sondra also mentioned the County's "Call for Service," to dovetail with what exists at Brookdale. Earl thanked Sondra and the committee for their past efforts. Earl wants to create a "wishlist" of the topics with which members are in agreement so as to result in charges for each core team. Earl requested that the group prioritize the items by the April meeting.

### B. Letter to Brookdale C.C. Board of Trustees

Earl sent a letter to Brookdale's Board of Trustees regarding the lack of diversity in academic leadership positions, and asked the board to close the gap in all categories. While there is 27% diversity in its administrative leadership, Earl suggested that Brookdale needed to look at the issue of diversity broadly, which the college has committed itself to do.

## VIII. New Business

### A. Nominating Committee for Officers 2009 – 2011

A committee to select officers was formed, with Linda Zucaro, Rosa Lee, Kay Guadagno volunteering, followed by member approval.

### B. The Wilbur Ray Scholarship Dinner, will be held on February 27, 2009, and the MCHRC has purchased four tickets. Member Julius Ramsey will be honored at that time. If anyone interested, please contact Earl.

## IX. Calendar

- a. Next Executive Committee Meeting – March 2, 2009, 3:30 p.m.
- b. Next Full Commission Meeting – April 6, 2009, 3:30 p.m. Note that for future meetings, be sure to update your calendars by going to the website.

## X. Adjournment at 5PM.

## Development Workshop Findings:

**1**

### **Marketing / Publicity**

Marketing team; Newspapers; TV / Local

### **Publicize / Advertisement**

Strategic Marketing

**2**

**Importance of clear goals and objectives for the group and using them as a guide to action**

**3**

**Streamline “focus” of the Commission i.e. Core Teams would work on one topic from their own point of view**

(2 yrs.)

**4**

**Safe and risk free environment for children**

### **Start with the kids**

Elementary schools: six kids/community service come together to create diversity

Move up to higher levels

Oversee school HRCs

**5**

### **Go to the community**

Focus groups /talk & train - churches, ethnic groups

Oversee local township HRCs

**Our over-all purpose: Work towards unifying the community thru was such as cultural & social means**

**6**

**Take a proactive approach to community integration**

**7**

**Greater connection with each municipality in Monmouth County**

(for increased communication about issues)

**8**

### **Think outside the box**

Bias

Find needs

Use members' talents

Open forums

9

**Fund raising**

10

**Importance of proactive education for the community**  
on the positive value of diversity

**Cultural education**

11

**Outreach efforts to increase participation**  
(of young adults)

**Out-reach to community cultural competence**

Plays / skits – Speaking -- Various vignettes

12

**Active advocacy for resources to promote: equal access; MCHRC; education & training**

**Additional Subjects**

Conflict sparks change

Pay forward

Enthusiasm to make “BETTER”

Points of contact

The value of having a group that “gets it” (cares and understands)

Dedication/pride in mission

Hope + Effort = Results

Must be “present”, caring and focused

No flags no borders, only human relations