

MONMOUTH COUNTY HUMAN RELATIONS COMMISSION

Full Commission Meeting

Monday, August 3, 2009/3:30p.m. – **5:00 p.m.**

AG Building Conference Room

4000 Kozloski Road, Freehold, NJ 07728

Agenda

In Attendance: Earl Teasley, Cecilia Reynolds, Sherri West, Phil Smith, Dave D'Amico, Sondra Cannon, Dave Cohen, Linda Zucaro, Bob Williams, Kay Guadagno, Janice Sweeney, Julius Ramsey, Carolyn Schwebel, John Schwebel, Leroy Hill, Robert Pierce, Sr., Angel Quiles, Lolita Jacob, Daniel Weiss, guest

- I. Call to Order – Salute to the Flag
- II. Approval of Last Meeting's Minutes – Dave Cohen moved to accept the minutes, seconded by Kay Guadagno, and approved after a brief discussion of the Incident Report portion of the minutes.
- III. Chair's Report – Earl thanked those that participated in the Monmouth County Fair representing the MCHRC. One wish for the future is to be more visible by having our own booth, budget allowing. Thanks, too, for your presence and participation on the Commission. We need more activity on the Core Teams in order to support our mission, and your presence at the bi-monthly meetings is indication of your commitment. We are thinking of a retreat for the organization so that we can plan for future Core Team activities, both to enhance participation and to secure monies necessary to their fulfillment.
- IV. Treasurer's Report – Phil Smith reported that after all expenses to date, have a balance of \$1023.51. He would like to recommend that we use as much of the money before the end of the fiscal year as possible. Louise monitors all of our expenses. Earl stressed the importance of making future requests prior to December so as to clear vouchers through the County. A suggestion to order more pens and other basic materials for next year was made.
- V. Core Team Reports
 - A. Police and Community Relations – Earl arranged for the team to meet on Monday, Aug. 17, 2009, at 2:30PM at United Methodist Church, 247 Broad St. in Red Bank, and Earl will send via email information and reminder notice, with the goal of solidifying the Core Team membership and plans for future activities. Dave reported on his efforts to call Chief Kinmon but he did not return the calls to date.
 - B. Youth Awareness – Linda Zucaro is polling all members to see if they are interested in continuing to participate by the end of August, and with a new Chair designated, will meet at Pat Collum's office in the interim.
 - C. Economic Issues – Linda Zucaro reported that a new chair appointment is imminent and the team has not met in a while. Linda offered to help Sondra with the reorganization of the committee.

III. Standing Committees & Support Teams

- A. Membership – Leroy introduced Lolita Jacob to the Commission by mentioning her recommendation by Kay Guadagno. She lives in Long Branch, represents the Filipino Nurses Association among many others, would like to work with the Youth Awareness Team, and has been active in a variety of volunteer activities. Lolita expressed her interest in working with local youth, and has done extensive fundraising. Kay added that she is an excellent educator, leader in the Honors Society at Monmouth University and very effective at bringing people together. Earl mentioned his admiration for Lolita's credentials and her willingness to serve, indicated by her attending the June meeting. The application of Lolita Jacob to full membership was made by Leroy Hill, seconded by Linda Zucaro and unanimously, and approved by the Full Commission. Leroy asked all members to continue to look for people to serve and Leroy will follow through. Earl also asked the membership about the role of Pat Collum to continue as a member even though he would no longer be a liaison from the Superintendent's Office. Linda believed Pat could continue to serve as a member.
- B. Communications – Carolyn mentioned a request for a speaker from Hamilton Township to ask about setting up a Human Relations group at an area school. Linda Zucaro is following up with the individual. A letter to Brookdale from last month was forwarded to Brookdale last week (see copy attached) but with no response to date.
- C. Incident Response and Reporting – Earl asked Leroy Hill to co-chair the team but there were no incidents during this time period.
- D. Resource Development – Kay Guadagno displayed the table covering and the MCHRC labels, with a thank-you to Louise for her efforts in helping us secure these materials. Kay mentioned the need for 200 folders for future workshops and activities. Linda mentioned the possibility of ordering materials in Spanish to be distributed at local events for the Hispanic community, such as the Latino Passport to America in Freehold, to be held on Oct. 3rd in the parking lot of the old County Records office.
- E. Immigration Working Group – A discussion of the working group's earlier meeting with Daniel Weiss, an immigration lawyer, with the intention of determining what steps the MCHRC could take to aid in the effective implementation of the program. Dave D'Amico commented that Sheriff Guadagno's office has received funding which was not a broad-based program in that it only included sheriff's and corrections officers. Once deputized, they become federal officials and subject to the federal regulations associated with 287g. He questioned if workshop outreach could be effectively implemented without help from the Prosecutor's and/or Monmouth County Police Chief's Association. Under 2007-3 (New Jersey Attorney General's Guidelines) charges have to be indictable or a DUI in order for immigration status to be checked. Under 2007-3, local officials are not to ask immigration status with the exceptions noted. There are certain circumstances (Red Bank, for

example) where consular services are requested, in which case status is necessary. The Working Group has decided to continue to study this policy, and will invite the Sheriff or a representative from her office, to address the next full meeting of the Commission. The next meeting of the Immigration Working Group has not been set but Sherri asked all interested to contact her if they wished to join. Janice Sweeney commented that among the Latino population there is concern about ethnic profiling, thus the need for the training of local officials. Dave repeated his concern about undertaking the task of training officials.

VII. Old Business

- A. Ad Hoc Committee to Review By-Laws – Janice Sweeney, Co-Chair, began the discussion, with Earl suggesting a late afternoon retreat with the prospect of discussing the by-laws in the detail that it deserves. Earl wondered if by Oct. 5th, Linda could check to see if the Presbyterian Church would be open for the retreat. Janice will send an electronic copy to Sherri and she will send out to all members.
- B. Founders' Celebration – Earl discussed the prospect of a February date for the event and will charge the Executive Committee to discuss at the September 14, 2009, meeting to plan the function, for the purpose of honoring the founders of the MCHRC.
- C. County Fair discussion—Linda Zucaro felt the present plan is a waste of time and resources, and we need our own booth and more visibility.

VIII. New Business

- A. MCHRC Retreat perhaps 4- 7PM
- B. Carolyn Schwebel has graciously accepted the invitation of the Executive Committee to serve as Vice Chair of the MCHRC.
- C. Dave D'Amico mentioned that on Aug. 4th, the national "Night Out Against Crime" is taking place in many communities throughout Monmouth County and welcomed all to participate.

IX. Calendar

- A. Next Executive Committee Meeting – September 14, 2009, 3:30 p.m.
- B. Next Full Commissions Meeting – October 5, 2009, Time/Location TBA, per discussion in VIII.A.

X. Adjournment at 5:00 PM.

Submitted by Sherri West, Secretary



Monmouth County Human Relations Commission

P.O. Box 3000, 3000 Kozloski Road, Freehold, NJ 07728

Carolyn Schwebel, Vice Chairperson 732-291-4257

July 21, 2009

Mr. Howard Birdsall, Chair
Brookdale Community College
Board of Trustees
765 Newman Springs Road
Lincroft, NJ 07738-1597

Dear Mr. Birdsall:

Re: Racial Diversity of Administrators at Brookdale CC

This letter is in response to yours of February 12, 2009 to Prof. Earl Teasley, Chairperson, Monmouth County Human Relations Commission (MCHRC) and copied to the entire MCHRC membership directory, which contains sensitive information and is not for public use.

Chairperson Teasley wrote to you acting under the MCHRC's auspices as delineated in its bylaws, "...to address human relations and race relations issues on an inter-agency basis in Monmouth County," and after numerous discussions with Brookdale leaders regarding our concerns about the diversity of leadership at Brookdale CC, particularly in the Educational Services area.

He noted our concerns that Brookdale "...has missed a tremendous opportunity by filling seven new senior positions without ensuring... that the academic leadership is reflective of the growing diversity of the student population."

While your letter addressed far-ranging topics of diversity-related efforts, I would like to focus here on Prof. Teasley's specific concern: an apparent lack of diversity in leadership at the college. We learned only after receipt of your letter, which did not specifically mention it, that Brookdale and the MCHRC actually share common goals and concerns.

One of our members from the American Conference on Diversity provided an assessment document, "Diversity Council Report to Brookdale Community College, January 17, 2008," noting that "Target area 2-Hiring, Promotion, and Reclassification" included an outcome goal, "Administration faculty and staff search committee will make diversity a consideration when filling vacant positions."

Further, the "Diversity Council 2008-2009 Forum Discussion April 4, 2009," "Implementation of the Diversity Council Report Initiatives," lists "Recommendation VI: Increase the recruitment and retention of diverse faculty, staff, and administrators to reflect the diversity of student enrollment."

Simply put, that unmet goal is the same one that Prof. Teasley brought to your attention through oral communications and in his letter expressing our concerns. Could you please provide us with the statistics that you have found about diversity among the staff at BCC?

Change is most easily accomplished in small, collegial settings. We invite you and any Brookdale colleagues to meet with a similar group of MCHRC members to work toward what we now understand is our mutual goal of increasing diversity of Brookdale certificated staff and higher administrators.

There is no need to copy the entire MCHRC on your correspondence. Our officers will share letters with all the members.

We look forward to meeting with you.

Cordially,

Carolyn Schwebel, Ed.D., Vice Chairperson

cc: Dr. Peter F. Burnham, President
Charles Brown III, Director, Mon. Co. Dept. of Human Services
Hon. Amy Mallet, Monmouth County Freeholder
Professor Earl Teasley, Chairperson. MCHRC