



The Human Relations Commission

Members Meeting Minutes

Location: Telecommunication due to Covid-19 Safer at Home Order
Tuesday, February 16, 2021, 9:00 – 10:30 AM

Delia Busby called the meeting to order at 9:02am. Present were:

Delia Busby	Chair
Stan Friedman	Vice Chair
Candace Woods	Secretary
Alex Morlang	Treasurer
Anjuli Kapoor	Member
Ellen Johnson-Fay	Member
Kim Sannes	Member
Arlisha Lawson	Member
Catherine Duarte	Colorado Springs City Liaison
Danielle Summerville	

1. Call to Order – 9:02am
2. Approve December 2020 minutes – approved
3. Opportunity for citizen comment – three minutes per person – none present
4. Commissioner Check-in – commissioners had the opportunity to connect on a relational level
5. Chair's Report –
 - a. Delia – hopes that the group continues to collaborate and work as a group; she's excited about the work that is happening at the subcommittee level.
 - b. Council President Skorman will be joining our meeting today to talk about Council budgeting and possibly giving the HRC some money for the work.
6. Process Sub-Committee Report
 - a. Ellen – the subcommittee has pared down the options for the subcommittees from 4 to 2, having a Community Relations & Outreach Programs Committee and a Listening Tours (Council-Resident Feedback Loop) Committee
7. Vice Chair Report
 - a. Objectives Update – the City has approved the objectives and our page on the website has been revamped
 - b. Danielle Summerville and Councilwoman Avila are helping us recruit for the open seats on our commission
 - c. HRC Round Table and Community Forum Series update – Delia and Stan are building partnerships with PPLD and will be meeting with leadership to discuss further. Money is coming from the City and El Pomar to help with these projects.
 - i. looking for venues around the city to host these events
 - d. LETAC – had a town hall meeting. Stan wanted to differentiate between a town hall – which is broad in scope and has no agenda – and a listening tour, which he understands to be smaller in focus, with a specific topic, more like a focus group.

- e. Anjuli jumps in to specify about the listening tour – wanting to start there, create action plans based on that, and then get feedback from the community on those actions plans.
 - f. Candace asks about if the information from the listening tours informs the topics/goals of the outreach/community forum series. Anjuli says she thinks so and that the HRC might take on action items from those listening tours as well. Stan says that the community forum series has moved forward faster using topics that we know are important in the community and then will be informed by the listening tours.
 - g. Stan continued to share about the LETAC town hall from last Saturday – named that the town hall was really messy and that people who weren't actually affected by policing were most vocal.
 - h. Ellen said that a helpful tool for meetings like that would be the compassionate communication: hearing the feelings/needs around a person's comments and then asking for a specific request "what action would you like to see happen?"
 - i. Danielle naming that the LETAC is trying to listen while also informing and educating the community about what their role is – thinks that the HRC will need to be doing similarly.
 - j. Candace thinks that the action piece of the HRC asking people what action they'd like to see happen is an important item – then doing education about whether or not that's within our purview.
 - k. Danielle talks about providing examples about what the commission can do for community members as a way of providing scope for what is possible.
 - l. Stan names that the LETAC is struggling because they don't have the answers to those questions about what they have the power to do.
8. Discussion about splitting into committees
- a. Candace would like to be a part of the listening tour committee
 - b. Anjuli would as well
 - c. Kim said yes to that one as well but will go wherever the need is
 - d. Stan said that de facto he and Delia are on the outreach committee, but would also like to be on the listening tour, because he needs to learn in that space
 - e. Arlisha said outreach or conflict resolution, but will be out of commission for a bit due to maternity leave.
 - f. Ellen said her gifts are in process and that she doesn't have the energy to be a part of another subcommittee, but could be a resource to the committees around process.
 - g. Alex is wondering if the Executive Team could delegate to a conflict resolution committee? Getting a conflict resolution process in place is important. Arlisha thinks that a flow chart of the commission, who should contact who, etc. would be a good step. Candace asks if the process subcommittee could help develop a process/flowchart as a part of finalizing their work. Arlisha and Ellen think that that's a good idea.
9. Councilmember Skorman joins the meeting.
10. Danielle sharing that applications are open for the HRC's commissioner vacancies. That has been sent out through various community partners. She's a resource for helping to broadcast opportunities and meetings. She and Stan have discussed the roundtables and the City has expressed a desire to be in partnership with the HRC and PPLD around that.
- a. Stan shares that one piece that's different is that our roundtables are wanting to provide content for media.
11. Councilmember Skorman shares that the city may be able to provide funding. Additionally, he would like to have the HRC bring recommendations to the council. If there are solutions to provide as recommendations to the city, he welcomes those and hopes that the next council will as well. Anything that is related to city codes or ordinances that could be changed, he thinks that recommendations around those issues would be welcome.
- a. Candace asks about what venues would be best to bring forth issues to council?
 - i. Councilmember Skorman says that if it's something to be publicized, then to bring that to a council work session or full meeting. Work through Catherine to bring those to the Council. Says that the council sometimes works in a vacuum – wants the HRC to be their eyes and ears in the community.
 - b. Ellen shared that she thinks that the work that we're doing is focused on the heart so are sometimes hard to talk about policy and codes.
 - c. Kim thinks that it's important to have the Councilmember here, reminding us that we can work together to create change.
 - d. (Arlisha and Alex left the meeting.)

- e. Candace reminds that there's going to be a new Council in April and that we should develop a plan to introduce ourselves to them, maybe by showing up to a meeting of theirs in May?
 - f. Councilmember Skorman thinks that's a good idea. Also knows that we're looking for new commissioners, hopes that there will be good interest in those positions in the community.
 - g. Delia thanks the Councilmember for being here. (Councilmember Skorman leaves.)
12. Candace will communicate via email to help with the coordination about committees and getting people assigned to them.
13. Other business/final commissioners' comments
- a. request for the minutes to be sent out ASAP so that the work of the subcommittees can be informed by the full meeting minutes.
14. Adjournment – 10:43am

Submitted by Candace Woods
Secretary