



### **The Human Relations Commission**

#### Members Meeting Minutes

Location: Telecommunication due to Covid-19 Safer at Home Order

Tuesday, November 17, 2020, 9:00 – 10:30 AM

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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
Catherine Duarte	Colorado Springs City Liaison

Absent: Rabbi Jay Sherwood, member; Arlisha Lawson, member

1. Call to Order – at 9am with 5 in attendance for a quorum
2. Approve October 2020 minutes - approved
3. Opportunity for citizen comment – three minutes per person
4. Chair's Report
  - a. Delia defers to HRC Process Ad Hoc Committee
5. Report from the HRC Process Ad Hoc Committee – 60 minutes
  - a. Anjuli shared that the committee met a couple of times in the past month
  - b. WHY non-violent communication (NVC)?
    - i. Anjuli shared context about her involvement with non-violent communication – identifying needs and being able to share those with others
  - c. Kim sees that there's a diverse membership with expertise and experience that it makes sense for us to use on the HRC – we need to unify and find a common approach and dialogue that will help our commission speak to the community and make a strong impact.
    - i. How do we start to make goals? Our words and our approach matters. How we speak and dialogue with one another makes a difference. Where we start is how we communicate.
  - d. Anjuli – what does this look like?
    - i. taking the goals of the HRC from the ordinance and making them into subcommittees to focus on specific areas
      1. referral resource
      2. outreach programs
      3. conflict resolution
      4. council-resident feedback loop
    - ii. Stan asks the question: “what is the strand that interconnects the subcommittees?”
  - e. Ellen – compassionate communication is how she likes to refer to NVC - “learning a new language” – we've been conditioned to speak with a language of violence: judgments and categorizations are inherently violent and so we have to learn a new way of communicating.

- i. asks the question – what do we value in relationships?
  - 1. Ellen – trust
  - 2. Candace – context/story
  - 3. Kim – truthfulness and honesty
  - 4. Alex – truthfulness and integrity
  - 5. Anjuli – vulnerability
  - 6. Stan – courage and wisdom
  - 7. Kim – curiosity/questioning
  - 8. Stan – compassion
  - 9. Delia – strength
  - 10. Ellen brings up the point that joy/fun can be a part of that as well. Competence, responsibility, mutuality.
  - 11. Kim – humor
- ii. Ellen – understanding needs is the foundation of our work – all of this work and communication is about trying to meet a need. The person with whom we need to use and practice this with the most is ourselves. The point is not to use NVC to manipulate or get what one wants, but to continue to remain in relationship with one another even when things get difficult and negative feelings are brought up.
- f. Anjuli – how do we do this?
  - i. in the full HRC: working through NVC: “Words that work in business”; “Five Dysfunctions of a Team”; bringing vulnerability with us
  - ii. in the subcommittees – working on the goals and strategies of the specific pieces of the work of the commission
  - iii. important for how we communicate with residents of the community and with the city government
- g. Candace asks if it makes sense that the Executive Committee might take on the role of the subcommittee of the referral resource as well?
- h. Stan is wondering if the Process Ad Hoc committee has thought about who might make sense on which subcommittee?
  - i. Ellen thinks that folks should self-select and choose into the space where they feel that they best fit.
  - j. Delia feels like there are some assumptions of acceptance of this being what we’re moving forward with instead of seeing this as a presentation that we’re going to vote on.
- k. Conversation from many about respecting the need to have time to process and digest this proposal before voting on or moving into the “doing” of this process.
- l. Ellen – should we decide to move forward with this, let’s not buy books from Amazon, but from a local vendor.
- m. Closing of the presentation
- 6. Other business/final commissioners’ comments
  - a. Delia – proposed in the Exec. Team that we use some of our foundation funding to run some radio pieces to do outreach in the community
    - i. Stan is meeting with Rachel Stovall this afternoon to discuss the HRC joining “Rachel’s Roundtable” on 95.7fm, to talk about different issues important to the community. Items to potentially discuss are tenants’ rights, the LETAC, other items that come up from our commission. Minimal expenditures on our part.
  - b. Stan listened to the LETAC meeting from last night. Chief Niski discussed the city police budget.
    - i. Heard the question: “did De’Von Bailey’s death have an impact on the police budget?” Answer from Niski: “no.”
    - ii. most of the first few meetings are about the LETAC listening to CSPD explain how the police works.
- 7. Adjournment – 10:21am

Submitted by Candace Woods  
Secretary