

Permanent Commission on the Status of Hartford Women

Meeting Minutes

Tuesday, June 9, 2020, 5:30-7:00 PM

Via ZOOM

1. Call to Order at 5:34 PM

2. Roll Call: Members Present

- a. Present Members: Chairperson Sharon Pope, Vice Chairperson Tammy Leach, Managing Secretary Erica Crowley, Haben Abraham, Gloria Brown, Janee Folston, Mary-Jane Foster, Shannon Kula, Yadira Rivera.
- b. Absent Member: Melinda Johnson
- c. Staff Present: Thulani Le Grier, Director of Human Resources & Labor Relations, Marlene Fleeting, Assistant Human Resources Director and Faith Palmer, Commission City Staffer

3. Approval of Previous Meeting Minutes

- a. Motion for approval of the March 2020 meeting minutes by Commissioner Brown; seconded by Commissioner Crowley. Approved by all present, no abstentions.

4. Officer Reports

- a. Chairperson Pope
 - i. PCSHW meetings – no physical meetings of Commission at this point so we will continue on Zoom until further notice
 - ii. New commissioners – as a reminder we are still welcoming new commissioners and they must be residents of Hartford. Send names and contact information to Ms. Palmer.
- b. Managing Secretary Crowley
 - i. Future meetings in July/August likely to be held on Zoom and we will make adjustments as we go
 - ii. Meeting minutes – Commissioner Kula taking today and Commissioner Folston in July
 - iii. Report on Trinity College student project: Students have completed study of Union Contract and Code of Conduct for HPD: encouraging every Commissioner to read the completed study alongside the culture/climate review update from Police Chief Thody. Three major sections of the report include police union contracts, review of the code of conduct, 2 examples of what culture and climate reviews look like in other police departments.

- iv. Chairperson Pope commented that the report was beautifully written and we will keep it on the agenda next month because commissioners just received it and did not have a chance to review before the meeting.
- c. Vice Chairperson Leach
 - i. Question to the Commissioners: Where do we see our Commission going in the future?
 - a. Commissioner Brown responded that she things we need to make ourselves known to the community and COVID-19 has made more pronounced our need to address mental health, food insecurity and support for women as most are single heads of households.
 - b. Commissioner Kula suggested convening town hall-type events in the community where available resources could be asked to join so that the women in attendance would have a one-stop-shop for access.
 - i. Vice Chairperson Tammy Leach asked Ms. Palmer if there was something like this available.
 - c. Commissioner Crowley further suggested/asked about: (1) online meetings to help, (2) in person listening sessions, (3) recommended at the next meeting set two commissioners to work on this as a subcommittee for outreach, (4) will add this to next month's agenda. In addition, Mutual Aid Hartford is set up and fundraising. Erica is involved and helping people affected by COVID-19 and beyond with groceries, diapers, etc and encourages Commissioners to donate and sign up to be involved. In the future we could also include a flyer announcing a future PCSHW listening session.
 - d. Vice Chairperson Leach agreed and shared that she would be at Waverly on Thursday to pass out food (lunches) to kids, 10-1pm, and looking for additional volunteers to join. She asked Ms. Palmer if she could use the PCSHW name, Ms. Palmer said no problem there.
 - e. Ms. Palmer shared that the City of Hartford's Office of Community Engagement sends out a weekly online newsletter with city resource information and will add the Commissioners of the PCSHW.
 - f. Commissioner Brown also raised that voting is a concern and recommended that also be a focus of the Commission. Commissioner Foster shared that registering folks is a priority and get out the vote efforts later. Vice Chairperson Leach asked how we would set this up and

Commissioner Brown asked how we could go about assisting in registering voters.

- g. Commissioner Foster suggested that we reach out to League of Women Voters and obtain the voter registration cards available from the City. Erica Palmer (meeting attendee) shared that organizations like Urban League and Urban League Young Professionals are involved in this every year and that people can check their registration status at: <https://portaldir.ct.gov/sots/LookUp.aspx> . Gloria recalled Hartford League of Women Voters (LWV) came to a previous PCSHW meeting. Chairperson Pope confirmed that Hartford LWV presented previously and it would be good to touch base with them. Further, she affirmed that all of these recommendations were in scope of the Commission's responsibility and we should move forward.
- h. Commissioner Crowley suggested that we see who is already out in the community. Commissioner Brown asked if she can reach out to Hartford LWV and Chairperson Pope (1) affirmed that it was well within her committee role so she should do so and report back to the Commission and (2) asked if there was any other issue/next step to consider?
- ii. Vice Chairperson Leach raised the topic of community policing and that Pastor Brown and others might be doing something for the women who have been impacted – mothers who lost sons, other women who lost brothers, fathers. Chairperson Pope asked -- how we would find the aforementioned women? Commissioner Folston suggested that the Commission could reach out to Andrew Woods, Executive Director of Hartford Community That Cares. Commissioner Mary-Jane Foster suggested that Mothers United Against Violence can connect us to them. Vice Chairperson Leach agreed to lead the outreach to them and encouraged Commissioners to field any information they have to her.
- iii. Ms. Palmer responded to COVID-19 resources in the City sharing that: (1) the City has five recovery groups in operation, (2) immediate, intermediate, and long-term policies with final recommendations due June 30, 2020 (3) significant free COVID-19 testing is taking place in Hartford, including brick and mortar locations and Mobile Testing sites.
- iv. Chairperson Pope added that one more item, joint meeting with PCSHW, LGBTQ Commission, and Police Civilian Review Board to receive report on "HPD Climate and Culture Review" is postponed to August.

- v. Vice Chairperson Leach asked Ms. Palmer: Do the sub-committee meetings discussed have to be posted and open to the public? Ms. Palmer agreed to check and report back.
 - a. Commissioner Crowley and Commissioner Pope affirmed that (1) the bylaws allow for three subcommittee members to hold, (2) minutes should be taken and (3) the information reported to the full commission.
- d. Chairperson Pope
 - i. Chairperson Pope added that one more item, joint meeting with PCSHW, LGBTQ Commission, and Police Civilian Review Board to receive report on "HPD Climate and Culture Review" is postponed to August.
 - ii. Chairperson Pope added that Jillian, Research Assistant will be traveling this fall for grad school and that it would be great to find someone to replace her for the fall. Also asked Commissioner Erica Crowley if any of the Trinity students who worked on the police department report might be good candidates to replace Jillian as Research Assistant. Commissioner Erica Crowley affirmed that she would see if she could find a candidate.

5. Committee and Special Reports

- a. 2020 Census participation/inclusion
 - i. Chairperson Pope raised that we should be sure that incarcerated women are counted and will contact Sue Gunderman, City of Hartford, Interim Director of Reentry Services to confirm and see if there's something the PCSHW can do to be sure. Commissioner Brown asked if Chairperson Pope could also inquire if hiring for the Census is still occurring and if so, what are the positions and how would they operate.
- b. Aurora Foundation's March Report Feedback
 - i. Chairperson Pope affirmed that it was a great report and we will keep it on the agenda for the next meeting so that Commissioners have the opportunity to read/review and see if there is anything else to add. Commissioner Erica Crowley confirmed that the response has not been sent to the Aurora Foundation. Executive Director Dr. Steadman is aware of the status and that any additional comments sent to Commissioner Erica Crowley and Commissioner Janee Folston will be done by Friday June 19.
- c. HR Quarterly Report by Human Resources & Labor Relations Director
 - i. Introduction of Thulani LeGrier, the City of Hartford's Permanent Director of Human Resources and Labor Relations and Marlene Fleeting, City of Hartford, Assistant Director of Human Resources and discussion of the

City's Sexual Harassment Policy. Chairperson Pope shared that the Harford Police Report came late to Commissioners – provided just before the meeting – and suggested we discuss for the next meeting. Commissioner Crowley suggested that this report be read along with the Trinity College students report. Ms. Palmer said that she will email Police Chief Thody if available to join the PCSHW September meeting. Chairperson Pope asked Mr. LeGrier if there were any new cases since the March 10, 2020 Report.

Mr. LeGrier said there was nothing new and that once the City relays a case to the third-party investigation, the City does not have any involvement in a case.

Commissioner Shannon Kula asked again about more details on how investigations are done – specifically what happens to the victim/perpetrator at the time an investigation starts and what is done to protect/advise them at that initial intake other than the generic letter (copy shared with Commission) informing them that an investigation is being conducted.

Thulani LeGrier shared that the City notification letter is not the only information provided to the complainant. The City HR will hear or read the claim, followed by immediate action to remove them if they want or the supervisor. He added further that there is a holistic approach with sensitivity training and many cases are not official harassment but poor communication.

Marlene Fleeting explained that complainants can be joined by their Union representative at the intake process for their protection.

Commissioner Erica Crowley affirmed that policies need work but communicated Thulani LeGrier and Marlene Fleeting responses and engagement were refreshing and major positive improvements for the City. Chairperson Pope agreed with Commissioner Erica Crowley.

6) Special Orders

7) Unfinished/Old Business

- a. Bylaws revisions -- Chairperson Pope affirmed the Commission will move on bylaws next

