

Haverford Township Human Relations Commission
Monday, March 27, 2017
Meeting Minutes

Meeting was called to order at 7 pm.

Those in attendance were Jennifer Leith, Bill Gowie, Joanne Glusman, and Jim Brown.
Not in attendance were Patrick Oleskey, Virginia Hammond, and Barbara Rittinger-Rigo.

Minutes: A motion to approve the minutes of the September 21, 2016 and November 16, 2016 meetings was made by Bill Gowie, seconded by Joanne Glusman, and unanimously approved.

New Business: With the recent revocation of the federal guidelines specifying that transgender students have the right to use public restrooms that match their gender identity, and with community interest in the Haverford School District (District) establishing clear policy in this area, the District and Superintendent are investigating what policies might be suitable for the school district. The question discussed by the HHRC was whether the HHRC should send a letter to the Superintendent and District reminding them of the Haverford Township ordinance establishing the HHRC and the protections the ordinance specifies, and offering the HHRC's guidance and information related to the ordinance which could be helpful in crafting a policy for the District.

Bill Gowie raised the question of whether the HHRC has the authority to recommend policies to the District, and the consensus was that the HHRC does not. The question was then raised whether the HHRC has the authority to remind the District of the Township's ordinance and to offer the HHRC's assistance, and Jennifer Leith replied that it does. Bill then raised the additional question of whether a letter of this nature sent by the HHRC could leave the HHRC or the Township open to legal liability. It was agreed that HHRC Chair Leith would communicate with Commissioner Larry Holmes, our liaison with the Township's Board and Commissioners, and the Township's Solicitor to get an answer to this question. It was moved (Jim Brown), seconded (Joanne Glusman), and approved that the HHRC, upon satisfactory resolution of the liability question, send to the superintendent and the school board the following letter:

<DRAFT letter to Haverford Township School Superintendent and School Board members>

Month xx, 2017

Dear Superintendent Reusche and the Haverford Township School Board members:

The recent revocation of federal guidelines specifying that transgender students have the right to use public restrooms that matches their gender identity has left many questions regarding how to address transgender students in the public education system under federal law.

Despite a lack of current federal guidance, the Haverford Township Human Relations Commission (HRC) ordinance offers protections for transgender individuals in the Township stating:

In order to ensure that all persons, regardless of race, color, religious creed, ancestry, age, sex, national origin, handicap or disability, use of guide or support animals because of the blindness, deafness or physical handicap of the user or because the user is a handler or trainer of support or guide animals, or because of a person's sexual orientation, gender identity or gender expression enjoy the full benefits of citizenship and are afforded equal opportunities for employment,

housing, commercial property, and the use of public accommodations, it is necessary that appropriate legislation be enacted.

The Haverford Township Human Relations Commission wishes to remind the Haverford Township School District of the Ordinance's protections and to offer any guidance or information related to the HRC ordinance that could be helpful in crafting a policy for the School District.

Sincerely,

The Haverford Township Human Relation Commission

The meeting was adjourned at 7:55 pm.

**Next HRC Meeting:
Wednesday, April 19, 2017 – 7 pm – Quatrani Bldg (2325 Darby Road)**

Haverford Township Human Relations Commission
Wednesday, April 19, 2017
Meeting Minutes

Meeting began at 7pm

In attendance: Jennifer Leith, Bill Gowie, Jim Brown, Barbara Rittinger-Rigo, Joanne Glusman

Not in attendance: Patrick Oleskey, Virginia Hammond

Minutes of March 27th, 2017 meeting were approved with no corrections.

Updates:

Jennifer Leith reported that the School Board letter was shared with Commissioner Larry Holmes, who determined it did not require review of Solicitor, and will therefore be mailed to School Board.

It was determined that the Poetry Contest will be cancelled for this year.

Joanne Glusman reviewed an educational community program that she provided, in conjunction with H-CAN (Havertown Community Action Network) on April 2nd titled "LGBTQ 101" Approximately 40-50 community members attended the program, including the Superintendent, a School Board member, Principal and Vice Principal of schools in district.

Jennifer Leith attended the April 18th session of a Lower Merion Community Dialogue for those LGBTQ people who either live in and or work within Lower Merion Township.

New Members, Jim Brown and Joanne Glusman will be added to the Engagement and Outreach Sub-Committee. Jennifer Leith will send email with potential dates for the sub-committee to meet to discuss plans/goals.

Barbara Rittinger-Rigo provided the legislative update
No Pennsylvania changes were noted.

Federally, the 7th Circuit Court of Appeals, in early April, ruled that a lesbian fired due to her sexual orientation, is protected under the 1964 Civil Rights Act. The ruling determined for the first time, that recognized the law as protecting workplace rights of LGBT employees.

Jim Brown provided an update of the Tri-State HRC meeting. The state of local HRCs was discussed as was recruitment, trainings, etc. Abington, for example, advertised when positions existed, received over 20 applications, interviewed 7 of those, and then selected members from those interviewees.

The Philadelphia and Tri-State groups discussed the potential of offering periodic educational opportunities for HRCs to attend. No specific plan was made.

Jim sent a few documents, including the Guide for Effective Relations Commissions Workbook (by Dept of Justice), to all HRC members, and all are encouraged to review.

New Buisness:

It was determined that officer elections will be held in November. Until that time, current roles will be maintained.

Meeting was adjourned at 7:55pm.

Respectfully Submitted by Joanne B. Glusman

Haverford Township Human Relations Commission
Wednesday, July 19, 2017
Meeting Minutes

Meeting was called to order at 7:03 pm.

Those in attendance were Jennifer Leith, Virginia Hammond, Joanne Glusman, and Jim Brown. Not in attendance were Bill Gowie, Patrick Oleskey, and Barbara Rittinger-Rigo.

Minutes: The minutes of the April 19, 2017 meeting were approved as distributed.

Updates:

- **Legislative:** The PA HRC has proposed changes to its enabling statute to include LGBTQ issues, and the proposal is in the stage at which it receives comments.
- **Engagement and Outreach:** The committee met in May and proposed a creative writing contest (centered on HRC-related issues) for school children residing in Haverford Township. Two years ago such a contest was run for 6th, 7th, and 8th grade students and was quite successful. Joanne proposed a number of ideas which were met with interest, and she agreed to further develop them in preparation for the committee's meeting scheduled for September 6 at 7pm in the Quatrani Building. Jen volunteered to be in touch with the district superintendent to obtain her support and to ask her to introduce the contest to appropriate school administrators, which was of great value last time. Committee members are Joanne, Virginia, and Jim, and Jen will participate in this project as well.
- **Schools:** Joanne reported that the school district is making solid progress in developing policy (or guidelines) for dealing with transgender student issues in the schools. The district has been responsive to community input and has also retained an experienced consultant, Jeanne Stanley, to assist their work. There are a number of issues to address, so development of draft policy will take some time.

New Business: The HTHRC has discussed member commitment to the commission, with particular attention to the range of skills and experiences that would facilitate the commission's work. This issue is particularly important as we prepare to replace two members of the commission (two completion of terms). Jen distributed a skill set list to members, asking them to indicate which skills they can contribute to the commission so that we will know what skills may be particularly welcome in new members. Larry Holmes, our liaison to the Board of Commissioners, invited the HTHRC to provide recommendations for new members. Jen will post the opening, once the Township opens a call for candidates, on the H-CAN facebook page and other outlets in order to put the word out to active community members who may be interested.

The meeting was adjourned at 7:45 pm.

Next HRC Meeting:
Wednesday, October 18, 2017 – 7 pm – Quatrani Bldg (2325 Darby Road)

Haverford Township Human Relations Commission
Wednesday, October 18, 2017
Meeting Minutes

Meeting was called to order at 7:03 pm.

Those in attendance were Jennifer Leith, Virginia Hammond, Joanne Glusman, Barbara Rittinger-Rigo and Bill Gowie.

Not in attendance was Patrick Oleskey.

Minutes: The minutes of the July 19, 2017 meeting were approved as distributed.

Updates:

Legislative: The Haverford Township Human Relations Commission (HT HRC) has been asked by the Pennsylvania Human Relations Commission (PA HRC) to enter into a Memorandum of Understanding regarding notification when a complainant files a complaint.

Barb stated that her review of the MOU concludes that it will place an undue administrative burden on the Township Administration which does not presently exist. She suggested that we reach out to Lower Merion's HRC and learn how they have or plan to respond to the MOU request. Also, Jen will reach out to our Township Solicitor and Commissioner Larry Holmes, the HT HRC liaison to the Board of Commissioner, and ask for their review and provide feedback..

Engagement and Outreach: Jen reported that this sub-Committee member, Joanne, Virginia, and Jim (recently resigned from HT HRC), and Jen met with Superintendent Reusche about the 'Appreciating Diversity' contest idea and asked for the School Districts participation. She enthusiastically extended the District's cooperation and put us in touch with the Haverford High School Principal, Pete Donaghy. Pete asked that we have the contest info ready for the HHS Club Fair in late September. The deadline for submissions will be December 1, 2017.

Tri-State HRC: Now that Jim Brown resigned from the HT HRC (to join the Library Board), it would be good to have someone commit to attending the quarterly Tri-State HRC meetings. The challenge for everyone is that the group meets during the work day.

Experience/Skills Matrix: Jen asked everyone to complete the Knowledge/Expertise Skills Matrix to identify where gaps in knowledge and expertise exist on the HT HRC, particularly as we will have 3 vacancies at the end of 2017. Jen will share the skills gaps/needs with Larry Holmes, our Commissioner Liaison, so that the Board of Commissioners can elect new members who have the skills needed on the HT HRC.

New Business: Given the need to submit a response to the PA HRC upon Solicitor feedback, and the submissions of the Appreciating Diversity contest will be known, we will meet on December 6, 2017 at 7pm which will be our final meeting of the year.

The meeting was adjourned at 7:45 pm.

Next HRC Meeting:
Wednesday, December 6, 2017 – 7 pm – Quatrani Bldg (2325 Darby Road)

Haverford Township Human Relations Commission
Wednesday, December 6, 2017
Meeting Minutes

Meeting was called to order at 7:04 pm.

Those in attendance were Jennifer Leith, Virginia Hammond, Joanne Glusman, Barbara Rittinger-Rigo and Bill Gowie. Not in attendance was Patrick Oleskey.

Minutes: The minutes of the October 18, 2017 meeting were unanimously approved as distributed.

Updates:

Legislative: Barb and Jennifer had a conference call with Jim Byrne, HT Solicitor and Larry Holmes, the Commissioner Liaison to the HT HRC, on Wednesday, November 23, 2017 to discuss the proposed Memorandum of Agreement (MOU) as proposed by the PA HRC. Both Mr. Byrne and Mr. Holmes agreed that entering into the MOU is the right thing to do for the HT HRC. (* The MOU basically brings the PA HRC full circle on its original process for complaints. By signing the 2017 MOU, HT HRC agrees that any and all complaints, that come before the HT HRC, and are not satisfactorily resolved in the eyes of the complainant, can be filed with the PA HRC as a type of appeal process.

The HT HRC members agreed to sign the PA HRC MOU. Barb will share updated language that will need to be reflected in the HT HRC complaint form.

Engagement and Outreach: The deadline for submissions for the Appreciating Diversity contest was December 1, 2017.

Tri-State HRC: As we bring on new members to the HT HRC in 2018, it will be a good opportunity for someone new to take on the role of attending the Tri-States HRC meetings. Jim Brown was doing this before he resigned to go on the Library Board.

Vacancies: We have 3 vacancies that will hopefully be filled before our first meeting of 2018. Jen shared the skills/knowledge matrix with Larry Holmes which identified skills and knowledge needed on the HRC through the fulfillment of the vacancies. It was mentioned that someone with mediation skills would be an asset to the Commission. Jen will ask Gloria in the HT Administrative office if many people have applied for the HRC. If not, then perhaps we can continue to spread the word about the HRC vacancies.

- **New Business:** 2018 Proposed Meeting schedule
 - February 21, 2018
 - May 16, 2018
 - September 19, 2018
 - December 12, 2018

The meeting was adjourned at 7:35 pm.

Next HRC Meeting:
Wednesday, February 21, 2018 – 7 pm – Quatrani Bldg (2325 Darby Road)