

HAVERFORD TOWNSHIP HUMAN RELATIONS COMMITTEE
MINUTES OF MAY 15, 2019 REGULAR MEETING

Attendance: Jason Conway, Kathy Dawson, Jennifer Leith, Khalilah Mays, Joanne Glusman, Michelle Purdue, Brooke Huff; Charley Litz (HMS Rep.); Larry Holmes (Commissioner).

Meeting was called to order at 7:02 p.m.

1. A motion to approve the Feb. 13, 2019 minutes was put forward by Michelle Purdue. Seconded by Jason Conway. Unanimously approved.
2. Public Comment: No persons presenting public comment.
3. Election of HRC Leadership:
 - a. Jennifer Leith nominated Jason Conway and Kathy Dawson to roles of Chairperson and Vice-Chairperson. Seconded by Joanne Glusman. Term runs from July 1, 2019 to December 2020.
4. General Discussion:
 - a. Larry Holmes and the Role of the HRC:
 - i. Origins of the HRC;
 - ii. Discussion of slides from the Town Hall Meeting. Larry offered to facilitate a meeting with the Haverford Police Department in order to obtain their slides; and
 - iii. Ideas regarding how the Commissioners can help the HRC.
 - b. Town Hall Follow-Up:
 - i. Haverford School District
 1. Dr. Reusche has been responsive. Propose follow-up meeting with school district in August/September to get an update on their work.
 - ii. Haverford Police Department
 1. Set date for planning meeting in September.
 - iii. Town Hall 1 Year Later
 1. Shoot for possibly October. Kathy D. to help spearhead; and
 2. Outreach to others at Tri-State to see what they have done.
 - c. Township Communications:
 - i. Township re-working website for launch in early fall 2019;
 - ii. Reach out to Township regarding posting PowerPoint slides and HRC themes on website; and
 - iii. Facebook page approved. Michelle P. to setup.

- d. HRC:
 - i. Print new HRC signs/banner (previously used Sir Speedy);
 - ii. Discussion of role of Gloria Sugeni at Township;
 - iii. Meeting with new Township Manager; and
 - iv. New HRC e-mail address.
- 5. Legislative Committee: No signed MOU. Discussion of current state of PA HRC.
- 6. Tri-State HRC: Kathy D. indicated they are trying to schedule a meeting in October/November to update/train members of the respective HRC's.
- 7. HHS/HMS: Charley reported that they will be voting for new leadership of the Young Minds Change Lives (YMCL) group.

The next regularly scheduled meeting is **September 18, 2019 at 7:00 p.m.**

Meeting adjourned at 8:43 p.m.

DISTRICT ACTION ITEMS

Perform a District-wide audit:

- Our work with (UOP) Catalyst @ PennGSE: Inquiry for Practitioners: Students' Experience of Belonging in Their School
- Working with Dr. Crystal Lucky from Villanova University to develop and conduct an audit

Multi-level and ongoing training

- We have identified several of the trainings we have participated in over time. The ongoing work of our BASIS group will be to help us identify/craft a comprehensive plan which will include the greater student body.

DISTRICT ACTION ITEMS

Implement district-wide programs etc.

- Responsive Classroom and Morning Meeting
- Penn Center for Race and Equity: Racial Literacy workshop with Dr. Howard Stevenson at University of Penn
- Student-led groups in schools (HCAN noted those are currently in place)
- Increase participation of students in higher level courses and extracurricular activities

Policy Changes

- We continue to use our harassment/bullying policy as a guiding principle in our work.
- **District mission:** As mentioned at the last School Board Meeting, the Mission statement will be reviewed/revised during the next Comprehensive Plan cycle.
- On Welcoming School page: The School District of Haverford Township is committed to protecting the rights of all students regardless of race, ethnicity, religion, immigration status, sexual preference, or gender identity.

DISTRICT ACTION ITEMS

Diversity Hiring

- We have and will continue to seek to recruit and retain culturally competent and diverse administrators, faculty and staff. We are currently members of the DVCEE that assists suburban districts in recruitment efforts related to minority applicants
- Our Board goal specifically states that we will convene a recruitment committee and develop a plan for diversity-focused recruitment
- We do not ask for an identification of race on our applications for employment. Those who have recently been employed by the District were selected for their belief in teaching as an art, their intellect, and compassion.

DISTRICT ACTION ITEMS

Expand Inclusivity Committee (now called BASIS)

- Students are involved
- We do have minority representation within the group

Hire a Coordinator of Diversity

- Our newly hired Director of Learning and Assessment, Sara Christianson, is tasked to bring leadership to our work related to diversity, equity and inclusion. We see her role as a facilitator as this work should be the work of many, not one.
- With increasing enrollment and staffing needs, I can not in good conscience make that recommendation to the Board

2013-2014

Out of School Suspensions =	125
American Indian/AK Nat	0%
Nat HI/Pac Is	1.7%
Asian	3.4%
Hispanic	3.4%
Multiracial	5.2%
Black/African American	18.1%
White	68%

2017-2018

Out of School Suspensions =	115
Non Identified	10.43%
Asian	1.74%
Hispanic	3.48%
Multiracial	1.74%
Black/African American	8.70%
White	73.91%



Diversity and Inclusion in the School District of Haverford Township

This report was created by the Racial Justice Action Group of the Havertown Community Action Network (H-CAN) for the School District of Haverford Township.



The Havertown Community Action Network (H-CAN) is a non-partisan, volunteer network dedicated to promoting progressive values in Havertown and beyond. We strive to make the world a better place by championing equality and inclusivity. Our member-led action groups plan education, service, lobbying, social, and activist initiatives for our community.

The H-CAN Racial Justice Action Group is dedicated to educating, organizing, and mobilizing the Havertown-area to raise awareness about racial injustice and work for a community that is equitable for all.

H-CAN Report from April 19th, 2018: States

“This perception is also reflected in the data provided by the Haverford Township Police Department at a Race for Peace Event on May 2, 2017. Deputy Chief Hagan reported that 29% of the people pulled over for traffic violations in Haverford Township are African-American. This statistic indicates that African-American drivers are pulled over at a rate that is disproportionately higher than the African-American population in Haverford Township (3.3%)^{xi} and Delaware County (21%)^{xii} as a whole.”

During this meeting a member from H-Can was given a complete explanation on the proper way of computing statistics to include surveys and the transient traffic not just the population of a city/town. The explanation was not included nor were we asked to provide statistics for their report. The 29% figure ignored all other statistical data.

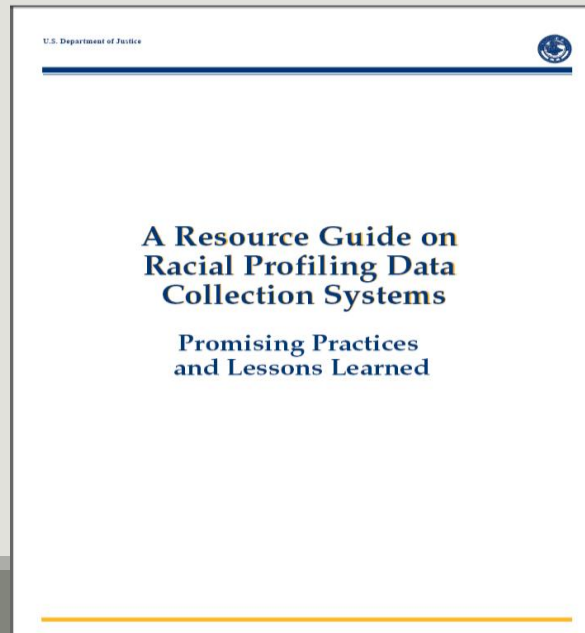


Racial Profiling Definition

US Department of Justice A Resource Guide on Racial Profiling Data Collection Systems Promising Practices and Lessons Learned 2002

“It is defined as any police-initiated action that relies on the race, ethnicity, or national origin rather than the behavior of an individual or information that leads the police to a particular individual who has been identified as being, or having been, engaged in criminal activity.”

(Ramirez, McDevitt & Farrell, 2000, p.3)





U.S. Department of Justice
Office of Community Oriented Policing Services



COPS

COMMUNITY ORIENTED POLICING SERVICES
U.S. DEPARTMENT OF JUSTICE

How to Correctly Collect and Analyze Racial Profiling Data:

Your Reputation Depends On It!



Authors:
Joyce McMahon, Ph.D.
Joel Garner, Ph.D.
Captain Ronald Davis
Amanda Kraus, Ph.D.



www.cops.usdoj.gov



The National Organization of Black Law Enforcement Executives (NOBLE) addressed the irresponsibility of simply taking population vs stops in *US Department of Justice Report How to Correctly Collect and Analyze Racial Profiling Data: Your Reputation Depends on it. (2002)*

Concerning the use of **Stops** vs **Population** to determine racial profiling NOBLE states in the report:

“This type of comparison—vehicle stop data against citywide census data—became the national trend. The 1990 Census and aggregate citywide demographics became the sole benchmark for many people and organizations. Racial profiling and discrimination accusations were launched against police agencies based on this comparison. Not only is this practice **inaccurate—it is outright irresponsible, and actually contributes to negative perceptions in the community.**”



The National Organization of Black Law Enforcement Executives (NOBLE) addressed the irresponsibility of simply taking population vs stops in *US Department of Justice Report How to Correctly Collect and Analyze Racial Profiling Data: Your Reputation Depends on it. (2002) Continued*

“Census data often fail to provide an effective data analysis benchmark or baseline.

The census shows the percentage of citizens residing in a city; it does not provide the number or demographics of the actual drivers or traffic violators, which by most accounts yield the most effective baseline. The census does not provide the number of people that visit or drive through a jurisdiction—commonly referred to the "daytime" population.”



Americans for Effective Law Enforcement Article:

**Racial Profiling: “What Does the Data Mean?”
A Practitioner’s Guide to Understanding Data Collection & Analysis
(2001)**

**by Captain Ronald L. Davis, Region Vice President,
National Organization of Black Law Enforcement Executives (NOBLE).**

***“Civil rights and community-based organizations have a responsibility for obtaining an
“expert” level of knowledge and understanding about racial profiling, bias-based
policing and data collection and analysis before launching discrimination allegations.”***



Americans for Effective Law Enforcement Article:

Racial Profiling: “What Does the Data Mean?”

A Practitioner’s Guide to Understanding Data Collection & Analysis (2001)

by Captain Ronald L. Davis, Region Vice President,

National Organization of Black Law Enforcement Executives (NOBLE).

Continued:

“It does a disservice to the community for reputable organizations, whether civil-rights or community-based, to accuse law enforcement of racism and/or discrimination based on statistical disparities or the implementation of non-bias traffic enforcement programs.

Although the police have a responsibility to work with the community, the community shares the same responsibility to work with law enforcement.

This partnership provides mutual respect and a better understanding of community perceptions and the complexities of policing in a democratic society.”



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PREV

Report charges racism is rampant in Haverford and its schools

By Pete Bannan pbannan@21st-centurymedia.com @petebannan on Twitter May 1, 2018 Comments



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DAILY TIMES

May 01st, 2018

“The report uses census figures and township reports including police reports documenting that 29 percent of police stops involve African Americans in a township where only 3.3 percent of the residents are African American. The African-American population is 21 percent in Delaware County as a whole.”



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\$2.1M Haverford Converted Barn From 1880s



Delco Native Gets Rock N Roll Hall Nomination



Homesense Opens Next Week



Eagle! Speak



Politics & Government

Haverford Suffers From Systemic Racism, New Report Claims

The Haverford Community Action Network drafted a report that alleges racism is alive and well in the Haverford community.

By Max Bennett, Patch Staff | May 2, 2018 10:40 am ET

Like 205 Share



Featured Events ⓘ

Oct 13
Aerotek/Woot - An Amazon Company - Career Fair

Haverford Patch

May 02nd, 2018

“The Haverford Community Action Network (H-CAN) drafted a report that **alleges racism** still pervades some aspects of the community, including the School district of Haverford Township and **among the police department.**”



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EDUCATION

Haverford schools to face charges of racial harassment at public forum

by [Kathy Boccella](#), Updated: September 26, 2018



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Saving for a home purchase can be challenging. PHFA helps with downpayment and closing-cost assistance.





September 26th, 2018

“The H-CAN report chronicled problems in Haverford beyond the schools, **citing racial profiling by police** – 29 percent of drivers stopped for traffic violations were black – and a series of hate crimes, such as a swastika painted on a train station bench in 2017 and a photo that same year of an immigrant family posted on a community Facebook group indicating they might be child molesters.”



Vehicle Stop Statistics

Total number of vehicles stopped for traffic violations for 5 years, 9-month period(1/2013 to 09/2018):

Break Down:34,465

White-22,432 =65.08%

Black-10,407= 30.19%

Asian/Pacific Islander-1099= 3.18%

Other-486= 1.37%

Difference between the two values is 73.23%



During the same period according to Pendot's Traffic Count Data the amount of vehicles that traveled on the major roads through Haverford Township:

Haverford Road-18,333 average vehicles per day

Township Line Road-37,500 average vehicles per day

West Chester Pike-33,666 average vehicles per day

Eagle Road-18,333 average vehicles per day

Darby Road-16,000 vehicles per day

Total for the average number of vehicles per day-123,832

Total numbers of vehicles that would have traveled through Haverford Township during the same 5 years 9 months period -259,799,536

The Percentage of vehicles stopped based on the total number of vehicles which traveled through Haverford Township is .013%



Percentages of Vehicle stops broken down by the total number of the cars (which was over 259 million) that traveled through Haverford Township's major roads in the same 5 year 9 month period:

White- .0086 %

Asian/Pacific Islander- .0004%

Black- .0040 %

Unknown- .0001%



Population Break Down of Delaware County

White-395,791 (73.73%)

Black-113,000 (21%)

Asian/Island Pacific-27,000 (5.02%)

Other-1002 (0.18%)

Total: 536,793

Haverford Township Police's percentage of vehicle stops based on Delaware County's Population

White-4.08%%

Black-1.89%

Asian/Pacific Islander-0.02%

Other-0.12%



**Population Breakdown of Delaware County and 2 surrounding counties
(Philadelphia & Montgomery)**

1,694,854-White (59.38%)

858,974-Black (30.09%)

Asian/Island Pacific-195,390 (6.84%)

Other-104,619 (3.66%)

Total: 2,853,837

Our percentage of vehicle stops based on the region's population

White-. 78%

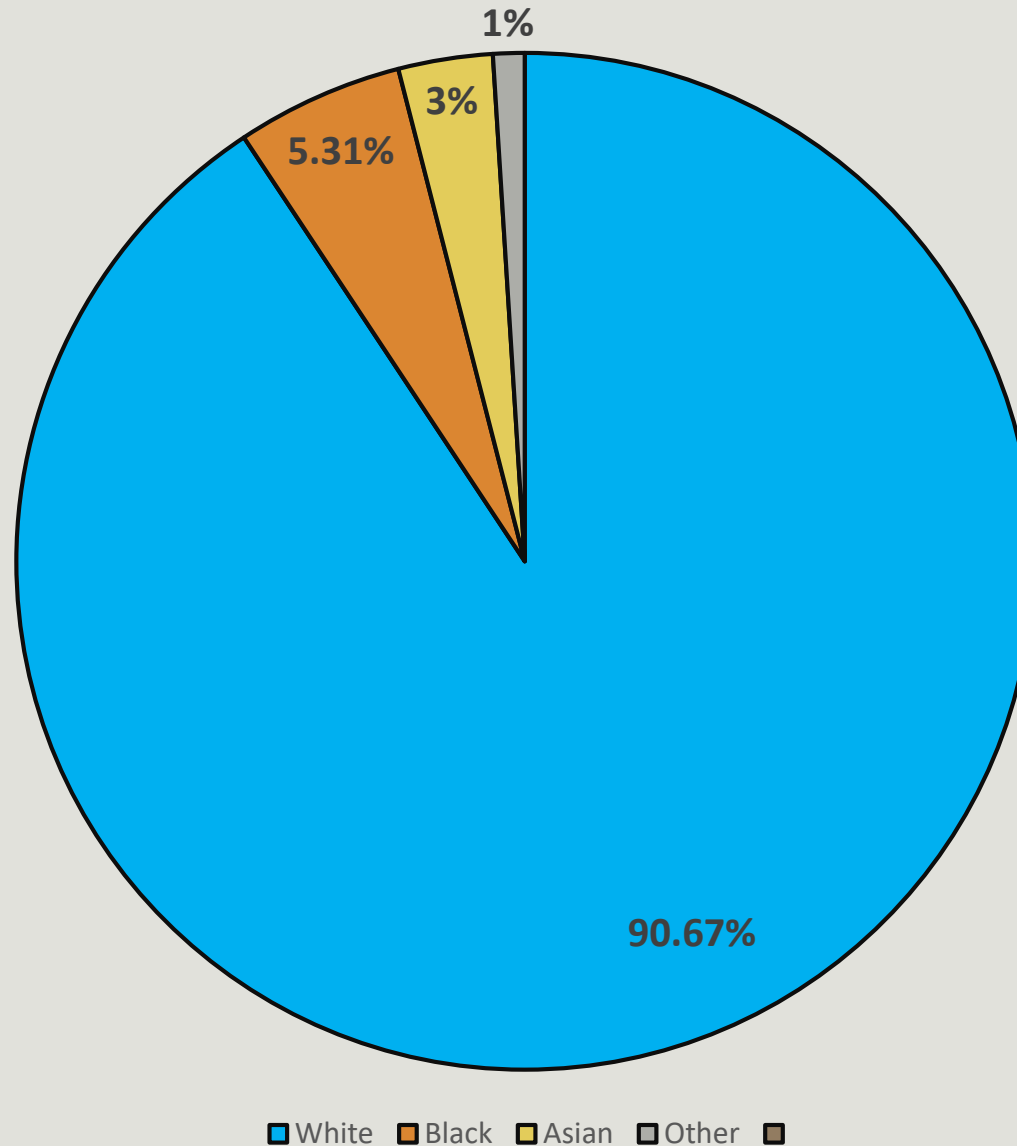
Black- .36%

Asian/Pacific Islander- .03%

Other- .01%



Traffic Stops of Haverford Township Residents





Haverford Township Police Policies and Procedures

- Every Stop is documented to include driver's information, reason for the stop, and outcome of the stop
- Every Stop is also recorded with the in car camera system and body camera
- Every call for service is recorded on the body camera system
- The Department has a policy on Unbiased Policing
- The Department has a policy on investigating complaints against officers
- The Department's policy on complaints is that they are taken in person, by mail, by email, social media and we also investigate any anonymous complaints received
- Supervisors and Administrators conduct audits on the body camera/in car camera recordings to ensure compliance with our policies and procedures.
- Every report and criminal complaint are reviewed then approved by a supervisor



Haverford Township Police Training

Officers have received an average of 7,218 hours per year of training from 2013 to 2017. Officers have received training in the following subject areas:

Valuing Differences and Inclusion-by Major Ben Brooks (Retired PSP)

Cultural Diversity-by Major Ben Brooks

Racial Intelligence-Instructor on our staff

Tactical Communication-De-escalation techniques Institute for Law Enforcement ED

Procedural Justice and De-Escalation Techniques-Municipal Officers Training Commission

Crisis Intervention-Delaware County Behavior Health

Each officers receives on an average of 90 hours of additional training per year. The State only requires a minimum of 16 hours of training per year.



What are we doing to strengthen our relationships with the community

- Transparency
- Meetings with numerous community organizations such as H-CAN and various civic groups
- Race for Peace Committee and Summits
- Coffee with A Cop
- REACH (Realistic Education to Avoid Crime & Harm) Program in the grade schools
- Minority Recruitment at area colleges
- Active Engagement on Social Media Platforms
- National Night Out
- Monthly meetings with the Superintendent of Schools, Dr. Maureen Reusche





The mission of the Haverford Township Police Department is to improve the quality of life throughout the Township by providing a secure community environment through the delivery of police services in an efficient and effective manner.

We, the Haverford Township Police Department, are dedicated to protecting all persons, and fostering a positive relationship of cooperation and understanding between the Police Department and the citizens of Haverford Township.



Racial Justice Action Group

h-can.org/racialjustice

Thank you!



h-can.org/racialjustice

History of Report

h-can.org/racialjustice

- **Jan 2018: Racial incident reported to HCAN with request to take action/give support**
 - **Partners: NAACP; Community Faith Leaders**
- **Feb 2018: Met with school district officials**
- **April 2018: compiled and presented report to School Board**

The Report: Thematic Findings

Ongoing experiences
of overt and
unconscious biases of
adults in school
system

Youth-on-youth
discrimination:
Racioethnic
Religious

Parents and students
perceive teacher and
administrative
responses as
insufficient or
ineffective

The Push Out

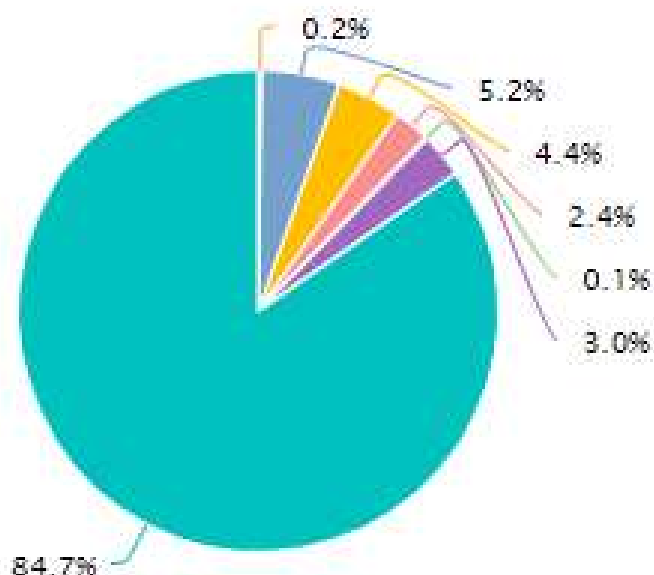
Racism as a System

Scholars define racism as systems (economic, legal, cultural, educational) that perpetuate an unequal distribution of privileges, resources and power between white people and people of color (Hilliard, 1992)

Haverford: Systemic Inequities

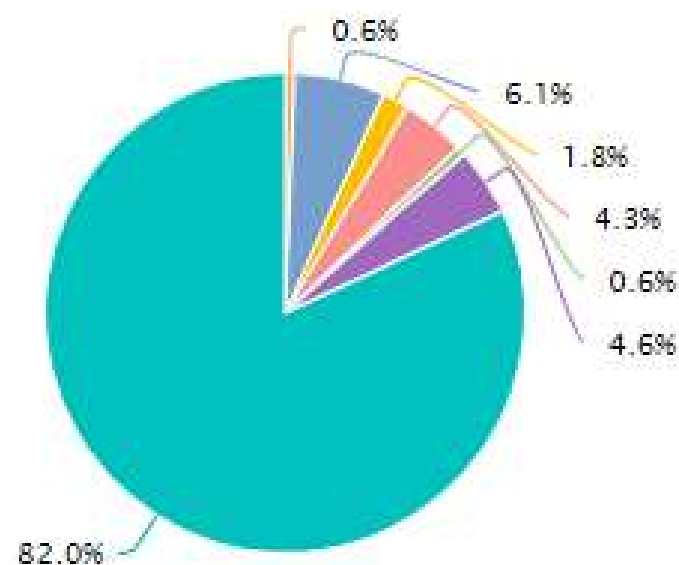
District Enrollment

n=5,875



Gifted & Talented Enrollment

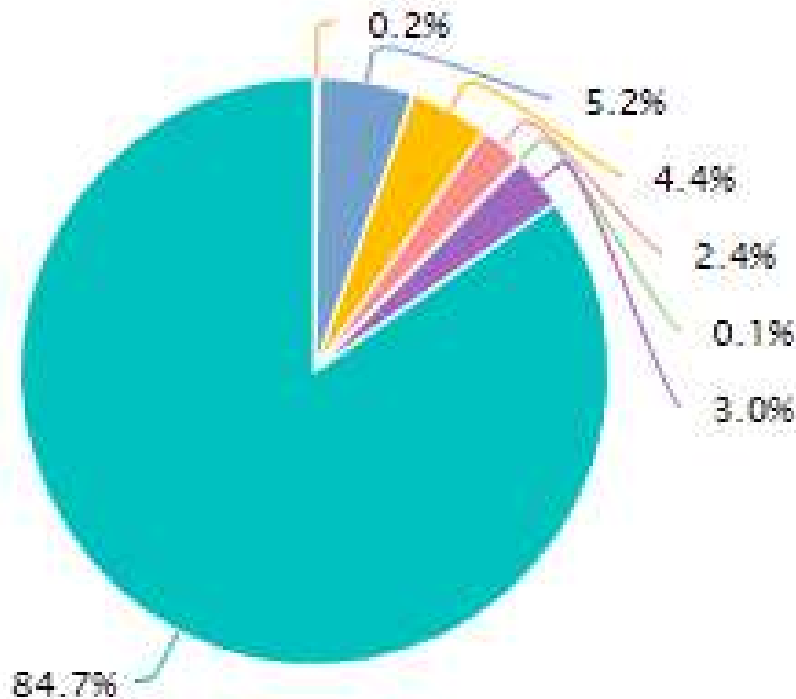
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Haverford: Systemic Inequities

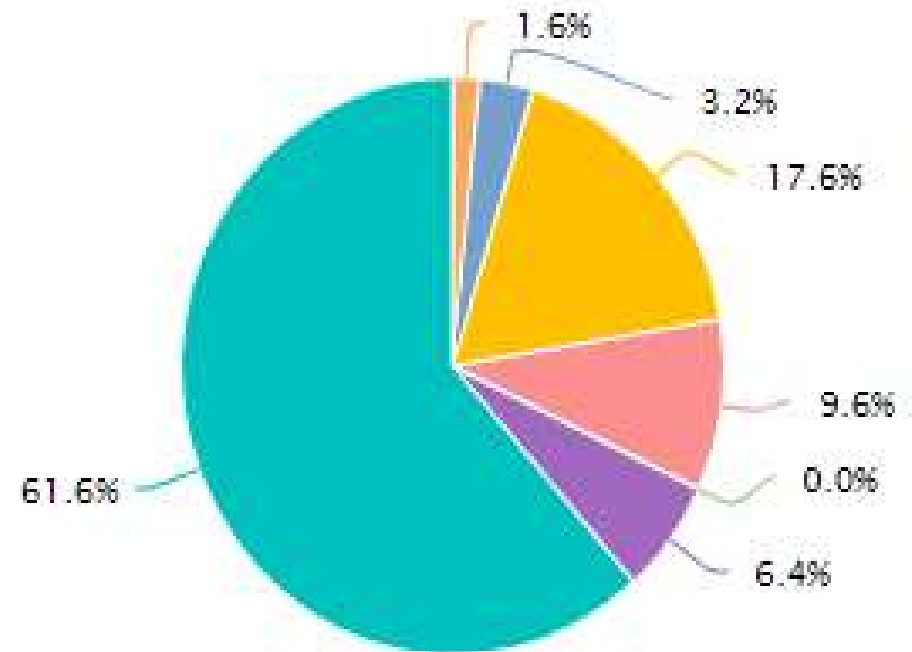
District Enrollment

n=5,875



Out-of-School Suspensions

n=125



Haverford: Systemic Inequities

Census Data 2012-2016

Haverford Township

population 3.3% African-American

Delaware County

population 21% African-American

Stopped for traffic violations in Haverford Township

29% African-American

Suggestions: Systemic Actions

1. Expand the Inclusivity Committee **to include parents and students** of diverse identities
2. Ongoing teacher and administrator **trainings** (e.g., **antibias trainings**)
3. Ongoing, whole-district **by-stander** trainings for students and staff
4. Create an **accessible reporting mechanism** for harassment
5. Create a ***Restorative Justice*** program in each school
6. Teacher and administrator **diversity hiring**
7. Diversify **curriculum and programming**

**Hire a
Diversity
Coordinator**

**There is only one way
to look at things until
someone shows us how
to look at them with
different eyes.**

--Pablo Picasso