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**City of Salisbury**

**HUMAN RIGHTS ADVISORY COMMITTEE**

**Meeting Minutes**

**January 13, 2022**

**Committee Members Present**

Amber Green, *Chair*

Cody Drinkwater, *Vice-Chair*

Stephen Feliciano, *Administrator*

D’Shawn Doughty

Tyler Anderson

Rev. John Wright

Sally Perret

Ron Pagano

**Committee Members Absent**
Logan Prushansky

Hannah Cechini

**In Attendance**

Jessie Turner, *City of Salisbury staff*

**Call to Order**

The meeting was called to order at 6:00 pm by Ms. Green.

**Introductions**

Intros of new leadership positions and expectations for the future were communicated by Ms. Green and Mr. Feliciano.

Mr. Feliciano shared a statement from Maddie Pheasant regarding her resignation from the Human Rights Advisory Committee. A copy of the statement has been shared via email with the group.

**Review of Minutes**

A motion to accept the minutes from November’s meeting was made and approved unanimously.

**Current Works For Discussion**

* **HRAC Social Media**
	+ When can HRAC social media page be launched publicly? Mr. Feliciano sent final draft of the plan and there was discussion regarding who should be involved with the social media page. Three stages for post getting approved and to page—it would go through two coordinators and then final approval to be posted to the page. The next step will be to decide to creates the posts. Ms. Green has talked with City of Salisbury Media Specialist Becca Brown. Ms. Brown has helped create a template that can be used on social media to advertise HRAC meeting dates/times. Ms. Brown currently manages the City’s social media posts, but has resigned and a new employee will be hired for that position in February 2022. During the transition time, meeting dates/times can be communicated to Ms. Turner who will send the info to Mr. Demone, the City’s Public Information Officer.
	+ Ms. Green recommended selecting the social media coordinator for the Committee be a position rather than a person, meaning that the job would always stay with a position of an officer. Ron’s expressed concerned it could be extra work for an officer, and Mr. Feliciano acknowledged the concern and details of this recommendation will continue to be discussed, as it could be a new position that would need to be created within the group. Ms. Green explained “working smarter, not harder” and recommended having a posting schedule of planned posts that could be approved and ready to go and plan solidified before initial launch. Mr. Feliciano will re-distribute the draft of social media plan that was submitted previously. Ms. Green would like to vote on that draft at the February 10th HRAC meeting.
* **Meetings for 2022**

Discussion on meeting options for 2022—monthly vs. every other month, hybrid, virtual, in person, etc. Does group want to remain virtual or switch to hybrid**?** Mr. Pagano stated that personally he is not yet comfortable with in-person meetings and his recommendation is to continue virtually. Mr. Doughty expressed his preference would be to meet in person with a hybrid option. Mr. Wright inquired about City policies regarding in-person meetings. Ms. Perret would prefer to stick with virtual meetings at this time and recommends discussing this topic again in March. Ms. Green communicated that she is in favor of hybrid meetings but would prefer it be in Room 301 (Council Chambers) instead of Room 306 because there would be more room to spread out. Mr. Feliciano explained the personal safety side of the issues and the respect that must be shown for others and is in favor of a hybrid platform. Ms. Green requested a Committee vote, and the motion was made by Mr. Pagano and seconded by Mr. Feliciano. The group voted 6-1 in favor of hybrid meetings beginning in March 2022.

**Public Forum and Current Events**

* January—Slavery & Human Trafficking Awareness Month. Ms. Green introduced the Eastern Shore Human Trafficking Task Force, whose director will be appearing on her radio show this month**.** The organization’s website is eshttf.org.
* January 17th—Martin Luther King Jr. Day—Day of Service
* January 17th—voting rights rally in front of Government Office Building in Salisbury.
* Fenix Youth Project will be showing Lost in America and will also be launching fundraising campaign which will be announced at the screening of Lost in America.
* January 18th—National Day of Racial Healing—6th annual
* Mr. Feliciano asked Ms. Green to explain what she mentioned earlier about people in the community having issues. She said it has to do with the housing crisis and related discrimination by property owners. She indicated that there is no immediate solution, however she has seen an increase in individuals looking for direction and that HRAC could be a good place for them to share their experiences regarding housing and discrimination in Salisbury.

**Next Meeting and Adjournment**

* Ms. Green would like to put a housing discussion on the agenda for February. Christine Chestnutt or Joe Ruffo could be possible speakers. Ms. Green might also have individuals that would be willing to share their experiences.
* Lynching Memorial Task Force evolvement—Ms. Green introduced the new committee that is being formed and shared the draft resolution for the Truth and Racial Unity and Transformation Advisory Committee.
* Mr. Feliciano announced that he recently completed the Citizens Police Academy and would recommend someone from HRAC attend the next session this spring.
* The next weekend will be held Thursday, February 10, 2022 at 6:00 pm. The meeting was adjourned at 7:00 pm per a motion made by Mr. Pagano and seconded by Ms. Green.

**Minutes Taken By:** Jessie Turner, City of Salisbury staff liaison