



**City of Salisbury**  
**Human Rights Advisory Committee (HRAC)**  
**Meeting Minutes**

**Date:** May 14, 2025

**Time:** 6:01 PM – 6:58 PM

**Location:** HQ Conference Room

**Members Present:**

Julie, Suzi, Jenn, Demetria, Rachael, Natalie

**Others Present:**

Angela Blake, City Council Liaison

Jessie Turner, City Staff Liaison

Members of the public

**1. Call to Order**

The meeting was called to order at 6:01 PM.

**2. Approval of April Minutes**

Motion to approve the April minutes by Julie, seconded by Suzi.

Motion passed unanimously.

**3. Election of Vice Chair**

Demetria self-nominated for the position of Vice Chair.

Motion to accept the nomination made by Suzi, seconded by Natalie.

Vote: 3 in favor, 1 abstention.

Outcome: Demetria elected as Vice Chair.

**4. Community Survey Discussion** Committee reviewed the community survey draft presented by Natalie via Google Docs.

- Angela recommended coordinating with other municipal or county human rights committees to identify existing tools and survey models.
- A list of human rights concerns was brainstormed during the meeting; an "Other" option will be included for anything missed.
- Demetria raised the question of how the survey will be distributed to the community.
- Julie suggested using ChatGPT to assist in analyzing the collected data.
- Jessie will need the final draft of the survey.
- A member of the public asked how the committee plans to incentivize survey participation.
- Natalie raised the idea of participating in Salisbury's 3rd Friday event for face-to-face engagement.

#### **5. Committee Effectiveness & Public Feedback**

- A member of the public expressed concern that the committee is not currently flourishing.
- Natalie acknowledged limited meeting time and capacity, emphasizing the advisory nature of the committee.
- Example discussed: A crosswalk proposal that was not implemented.
- Demetria noted that the proposal was not acted upon by the City Council or Mayor.

#### **6. Final Survey Deadline**

Motion by Julie to finalize the community survey by June 2, 2025, seconded by Suzi.  
Motion passed unanimously.

Natalie will send the finalized version to Jessie.

#### **7. City Council Liaison**

- Julie inquired about the engagement status of the City Council liaison, citing a lengthy absence.
- She noted that Angela's previous attendance had added valuable insight.
- The committee discussed the potential need to request a new liaison, as the current representative works on Wednesday evenings.
- It was noted that she remains available via email or cell phone.

## **8. Other Committee Discussions**

- The Habitat for Humanity presentation was postponed.
- Crosswalk: Discussion of a prior incident and public comments.
- Concerns were raised about the Mayor stating that the committee advised him, which the committee disputes.
- Angela commented that the membership application process has not been properly managed.

## **9. Adjournment**

The meeting was adjourned at 6:58 PM.