

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

Date: Wednesday, November 5, 2025

Time: 6:00 p.m.

Location: Government Office Building (GOB) Council Chambers

**Members Present**

- Natalie Saint-Phard – Committee President (via Zoom)
- Jenn Berkman – Member (via Zoom)
- Jeremy Alexander – Member (via Zoom)
- Sophia Peters – Member (in person)

City Liaison Caroline O'Hare – (in person)

**Call to Order**

The meeting was called to order by Natalie at 6:13 p.m. once quorum was reached.

Motion: Sophia

Second: Natalie

**Administrative Notes**

- No agenda was created for this meeting.
- No previous minutes were reviewed or approved; the last posted minutes are from May 2025.

**Discussion Items**

**HRAC & TRUTH Committee Liaison Discussion**

- The committee revisited earlier discussions about combining HRAC with the TRUTH Committee. Both groups declined a merger.
- The consensus was to have a liaison from each committee attend the other's meetings.
- Sophia applied to serve as the HRAC liaison to the TRUTH Committee.

**HRAC Goals and Mission Focus**

- Natalie outlined vision for HRAC's goals:
  - Serve as the 'ears to the street', listening to community concerns.
  - Increase community engagement and outreach.
  - Present findings and recommendations to the Mayor and City Council.

**Quorum and Membership Requirements**

- The committee reviewed the Amended Bylaws of the City of Salisbury Human Rights Advisory Committee, Section 1 – Membership.
- Members questioned whether individuals can fulfill more than one representative category (e.g., racial minority and religious organization).
- Caroline will clarify this with City Administration.
- Jenn suggested amending the bylaws to include aged population representation.

**Community Survey Initiative**

- Members discussed moving forward with the Community Survey, a long-term goal for the committee.
- Sophia suggested each member bring three survey questions to the next meeting for review.
- Natalie will reshare the existing Google Doc version of the survey.
- Jenn noted that the survey was a priority for former member Susie.
- Caroline will confirm with City Administration whether city approval is required before distributing the survey.

**Meeting Schedule Change**

- Discussion held on moving the monthly meeting to accommodate Council Liaison Angela Blake.
- After reviewing options, members agreed to move meetings to the first Tuesday of each month at 6:00 p.m.
- Motion: Sophia | Second: Jenn | Vote: Unanimous (Aye).
- Caroline will share the updated schedule with City Hall for posting and with Angela and Emily for the website update.

**Meeting Frequency and Compliance**

- The group discussed the bylaw requirement to meet at least six times per year.
- Some members suggested bi-monthly meetings, but Sophia and Jeremy recommended continuing monthly sessions to maintain compliance.

**Discussion: 287(g) Immigration Program**

- The committee reviewed recent developments regarding the Wicomico County Sheriff's Department's consideration of the ICE 287(g) agreement.
- Natalie summarized the three ICE cooperation models: Task Force, Jail House, and Warrant Service models.
- Attorney General issued guidance cautioning against ICE cooperation due to legal liability.
- Wicomico County Council tabled the 287(g) proposal and will revisit it after the General Assembly reconvenes in 2026.
- Natalie noted lifting of Temporary Protected Status (TPS) for some immigrant groups could increase local vulnerability.

- Members discussed possible community impact referencing ICE activity in other cities.

**Adjournment**

At 7:03 p.m., Jeremy exited the meeting, causing quorum to be lost.

Natalie moved to adjourn, and Sophia seconded.

Meeting adjourned at 7:03 p.m.

**Next Meeting**

Date: Tuesday, December 2, 2025

Time: 6:00 p.m.

Location: TBD

**Action Items / Next Steps Before Next Meeting**

Task	Assigned To	Notes
Distribute meeting minutes for review	Caroline	Draft and circulate for approval at Dec. meeting
Reshare Community Survey Google Doc	Natalie	Include link for members to edit
Confirm need for city approval on survey	Caroline	Clarify with administration
Each member to bring 3 survey questions	All Members	For next meeting discussion
Send bylaws (PDF) to members	Natalie	Ensure all have latest version
Notify City staff of meeting schedule change	Caroline	Share with Emily & Mayor's Office
Confirm Rachel Fogarty's committee status	Natalie	Follow up before December meeting
Coordinate with Council Liaison Angela Blake	Natalie	Confirm new meeting time

Consult Assistant Attorney General on community resources	Natalie	Follow up on housing and fair housing info
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