



Meeting Minutes

March 26, 2018

The Commission on the Status of Women (CSW) convened for its regular monthly meeting at 6:00 p.m. on the above date in Room 101H at the Greensboro Cultural Arts Center, with Chair Deborah Goddard presiding.

Present: Chair Goddard, Vice Chair Morant, Commissioners Walston, Sevier, Cutler, Martin, Reaves, Lucas-Patrick

Absent:

Council Liaison: Marikay Abuzuaiter

HRC Liaison:

Human Relations Department Staff: Love Jones, Jodie Stanley

Visitors: Josh Parker, Raleigh Stout, Mike Ryan, Chelsea

I. Call to Order

Chair Goddard called the meeting to order at 6:00 pm.

II. Moment of Silent Meditation

Chair Goddard welcomed all and called for a moment of silent meditation.

III. Introduction of Visitors and Speakers:

Chair Goddard invited visitors to introduce themselves. Raleigh Stout and Josh Parker introduced themselves.

IV. Committee Reports

Chair Goddard shared that the commission had hosted four events so far this year, two held low attendance, and considering the level of speakers they were inviting she was hopeful that attendance would increase. She was aware that attendance would fluctuate but in her experience over the last five years, the attendance was the lowest it had been.

Lucas-Patrick asked if the flyers were automatically placed at the library. Jones stated that no, staff did not place flyers on location as a standard practice. Lucas-Patrick suggested that perhaps all flyers could be sent to Stephen Hayes with the Community Nonprofit Consortium, that perhaps he could then circulate them to his networks.

Stanley explained that with over 40 programs during the year, it was a lot to ask community partners to forward each flyer. Chair Goddard asked who CSW was competing against for those 40 programs. Jones explained that there was no competition, and Stanley explained that the other agencies were the Human Relations Commission, the International Advisory Committee, Fair Housing Outreach, Language Access and Thrive GSO.

The general distribution list was discussed in detail. Commissioners asked who was on the list. Stanley promised to circulate the list for review.

Commissioners asked if there was a way to guarantee that attendees would attend if they registered online. Jones replied that there really was not a way to guarantee attendance, especially for free events. People register to hold their space but feel no obligation to attend if something comes up. Registration was helpful but not a guarantee.

Commissioner Martin commented that from an event on Saturday, it was sent to 73 people, 16 people registered only 1 showed up. Commissioner Sevier asked what time frame was needed for maximum marketing. Stanley responded that four weeks was best. Jones recalled their discussion at the last meeting where they should shoot for getting all information to staff 8 weeks in advance.

Goddard mentioned her own practice of sending it out to her own connections.

Goddard suggested that she and Vice Chair Morant would be gathering a running list of events and activities to add to the history of the CSW.

Domestic Violence Committee:

Commissioner Reaves shared that the last event was held in February, Loving Yourself. She was reviewing the evaluations, which most scored as “excellent.” A youth group attended and the speaker was excellent. Curiosity was piqued about the work of CSW as well.

Education and Equality Committee:

Commissioner Lucas-Patrick reported that a program was held at Central Library. The speaker was excellent and had already agreed to come again on June 18. Lucas was hoping to touch base with Dr. Jessalyn Woods, who had suggested that the Commission reach out to local universities and colleges to build up attendance.

Health and Wellness Committee:

Commissioners Morant reported that their last event was not well attended. It was a great event with needed information. They were now gearing up for the 50+ event. They were now focused on getting the word out about their events.

Women Leading through Service Committee:

Chair Goddard announced her program on April 15, the flyer went out already and they were working to gear up interest. Stanley had reported earlier in the day that 20 people had already signed up for the event. Most of the panelists already had 5 years experience with successful entrepreneurship. They would also be sharing information about the M/WBE program.

Goddard shared that about 36 people showed up for the last program and she was hopeful for a similar turnout at this event. She encouraged commissioners for doing great work, stressing that she was hopeful to connect the events to more people. Walston announced that UNCG had an entrepreneurship center, she asked if they were on the distribution list. Stanley replied that she wasn't sure, and asked if Walston had a connection there. Walston said she didn't but she would follow up with them.

Staff Report:

Dr. Jones provided a printout of a departmental update, starting with a brief breakdown of the structure of the department and staffing updates. She continued with a brief overview of the department's annual report for FY 2017-2018, including the total number of people reached, Thrive GSO and more. She called their attention to the department's projection for the year, saying that commissions approaches were either organic grassroots, from the ground up, collaborative programming, or community presence (supporting existing efforts).

She noted that CSW's activity was consistent across the three areas of programming as well as the goal of community support and harmony. She noted a lack of activity across policy review as well as urgent response. In some programs, Policy was addressed somewhat but really not in depth. Urgent Response depended on the community's needs. Goddard asked if the speaker that brought forward the issues with water quality counted as urgent response. Jones acknowledged that they sometimes had speakers come forward, but it was important that these urgencies be relevant to the work of the Commission.

Jones shared that she had spent the last year reviewing and assessing the work of the Commissions as well as Council's approach, especially to that of policy. Policy was always the first thing that Council considered when complaints were brought forward – what the laws were, whether they had the authority to change the laws, whether there were additional barriers that needed to be addressed. She used the example of the number of suicides committed from the City parking deck. Council had to consider who was responsible for constructing the decks. If it was a private company, how would they get the company back to the table? They did a full assessment of the situation, then they would create a report and roll it back out to the community. No matter the issue, Council followed a pattern of full assessment first, always considering policy.

An overview of departmental areas of support. Dr. Jones offered that the core departmental functions included general office management, Fair housing/ Landlord-tenant dispute, Education and Outreach, and Commission Management. Dr. Jones reiterated that the department was in the process of hiring a position that would provide additional support for commissions, and thanked members for their understanding. Dr. Jones also emphasized her availability for one-on-one support while onboarding new staff.

Annual Report FY17-18 program measures, and FY18-19 projections. Dr. Jones highlighted that the HRC, because they were recalibrating across FY 18-19, their program measures may be lower. Dr. Jones also emphasized two highlights for FY17-18 to include a total of 54 programs, and reaching 4,576 residents in Greensboro, and the securing of 236 partners for Thrive GSO (the reentry hub managed by the Human Relations Department). Dr. Jones also provided an overview of two upcoming initiatives of the reentry efforts; Thrive Latino/International, and Thrive EDU.

The relationship between Council and Departmental priorities. Dr. Jones stated that due to a reduction in capacity, the HRD had the opportunity to reassess the focus of the department. The goal was to find ways to sustain excellence in customer service, and provide the most critical services to residence related to Human Rights. She stated that the goal was to create synergy between the Human Rights challenges that Council wanted to address, with those of the department in order to leverage support and resources. Council priorities included eradicating homelessness, public safety, employment access, and general inclusion of marginalized populations. These were related to departmental focus areas which included fair housing, reentry efforts, international community support, and commission support.

Considering that the commission had two priorities: (1) to engage the community (2) as directed by Council with the goal of bridging and being a liaison. She directed their attention to a diagram of a triangle with three sides, policy development, council priorities and community needs. Community needs was the driver. Council priorities needed to be considered, as Council relied on appointed commissioners to bring them relevant information about what was happening in the community. Policy development was also critical.

An observed model for Council's approach to Human Rights work. Dr. Jones offered that after observation during Town-Hall City Council Meetings, she observed that Council's approach to human rights concerns was based on learning the needs of the community, whether or not those needs were connected to a policy, convening in order to gain different perspectives regarding the policy, and *then* engaging in decision-making based on the scope of authority. She offered that commissioners as *liaisons* between the community and council, would need to understand this model in order to make effective recommendations to Council.

Dr. Jones directed their attention to the sample programming series, showing how samples of programming could be overlapped to address community needs, policies addressed, and council focus areas. Jones shared the example of Thrive's last program that addressed Women in Reentry. The story was told of a woman who had spent decades in prison, and the emotional impact when she left prison. She had no relatives because they had all passed away. Services helped her secure a job, and a lease. Without the services she would have floundered. In some states they were separated from their children after 3-6 months, and in many states, it was still legal for women to be shackled during childbirth.

A recommendation for a new Commission Engagement Model. Dr. Jones presented a trifecta engagement model, which emphasized the relationship between community needs, policy development, and council priorities. She covered the current engagement models to include collaborative programming, organic programming, and community presence. She reiterated that this model would support all three approaches to engagement, and that with departmental support, there would be an increase in relevance, and a decrease in the duplication of efforts. She also offered that the simpler the connection between city leadership efforts and those of the commission, the more seamless the support may be from City Council.

She encouraged them to consider this trifecta of needed elements as they moved forward with their programming. She used the example of the IAC Election, which did not initially include a workshop series and resource fair until Council decided that it was important. The department did not have this in the budget, but were told by leadership to provide language resources, refreshments and more for this event because it was a Council priority. It was similar with the work of Thrive, where Council developed an interest in what was happening and began to show support.

She brought their attention to the last page, which contained questions as they decided to move forward with programming development. Council Member Abuzuaiter was very supportive of this approach going forward, for the reason that every so often, Council evaluated the effectiveness and essential need for commissions. HRC and CSW and other commissions had been evaluated for effectiveness. Sometimes their findings impacted a decision to reduce the size of the commission. When Jones shared this concept to Council Member Abuzuaiter, she did so in the spirit of wanting to make sure that Council understands the importance of these commissions. Abuzuaiter agreed and encouraged commissions to pursue programming that was relevant and in line with the priorities of Council. Jones shared that HRC had decided unanimously to support the work of Thrive GSO through the next year. However if CSW wanted to carry out the formula, the trifecta, that would depend on them.

Martin said that it was a good presentation and it gave her a lot to think about.

V. Approval of Minutes

Stanley noted an error with Reaves' attendance in the February minutes, as she was showing in attendance and also absent. Cutler also noted that the numbering of each category was off. Chair noted that the DV report was from January's minutes.

Motion to Approve the February 2019 Minutes

Motion 1st: Commissioner Morant

Motion 2nd: Commissioner Cutler

Unanimous approval

VI. Announcements

Dr. Jones shared about the department's upcoming Fair Housing Month Luncheon scheduled for April 24. The topic was Shelters to Schools and the event would focus on the experiences of housing insecure children as they navigated their education. They would feature the work of Guilford County Schools and also address familial status discrimination as it related to Fair Housing Laws. Staff promised to circulate the registration link. She also shared about two upcoming efforts, Thrive EDU and Thrive INTL. It was important to support immigrants with criminal records, especially some fringe populations such as undocumented teens and women. In addition, having a criminal record heavily impacted young people pursuing education. Some parents were under the impression that they could not volunteer or participate in their kids' lives because of volunteering policies. They hoped to do some myth busting. Commissioners would be invited to participate in planning as it developed.

Commissioner Sevier thanked staff for sending the intern, Sarah, who was delightful and helpful. Mike Ryan shared that he was a student at High Point University, he had been previously involved in a children's ministry, but was now into college ministry. He was accompanying Chelsea, who introduced herself as a college student at UNCG.

VII. Adjournment

Motion to Adjourn the Meeting

Motion 1st: Commissioner Reaves

Motion 2nd: Commissioner Martin

Unanimous Approval

Chair Goddard adjourned the meeting at 7:05 pm.

Chairperson
COMMISSION ON THE STATUS OF WOMEN

Approved: _____
Date