

**West Vincent Township
Human Relations Commission**

July 25, 2022 7:05 PM

Attendance: Luis Cantarero, Chair, Julie Foster, Vice-Chair, Robin Austin; Brad Dyer, Geetha Boreddy - absent

Also attending: Dana Alan, Supervisor

Approval of Minutes: A MOTION and a second were brought forward to approve the minutes of January 24, 2022. *Motion carries unanimously.*

A MOTION and a second were brought forward to approve the minutes of April 25, 2022. *Motion carries unanimously.*

Review of Ordinance Updates – Mr. Cantarero asked Ms. Foster if she had comments on the solicitor’s original red line and Ms. Foster’s red line revision. Ms. Foster stated there were two tracks. The revision that was sent into the solicitor that was circulated after the meeting in May, tried to address the term of the definition of disability to be consistent across the jurisdiction. The proposal received from the township is to remove sections 6-6d through the delete.

Ms. Foster had some concerns. These are all the additional procedures; these would need to be voted on the by the Board of Supervisors to move forward. None of these expanded procedures are in place. If the ordinance is amended the additional procedures would not be an option, any longer. Ms. Foster then discussed what would happen during the course of a mediation hearing.

Mr. Austin commented that this version eliminates all that. He asked if this is eliminated, then what happens? Ms. Foster commented that she spent a lot of time talking to different townships in the area. There is also a tri-state coalition, which is very helpful. Ms. Foster stated that most of the townships do have their commissioners do the mediation.

Mr. Cantarero asked if anyone knew why the solicitor is recommending this route? Ms. Foster stated in the memo that was received and it was the Board of Supervisors. Mrs. Alan wanted it known that she was not on the Board at that time this was determined. Mrs. Alan noted that there is concern about pitting neighbor against neighbor. If we are not going to do the mediation and investigation, what will we do when that person would come to the commission, would we give them other options?

Ms. Foster did learn that most townships have not had to do the whole mediation. It is just an incentive for all parties to come to the table. Narberth does their investigation a little differently, where they have a fact-finding conference, instead of a mediation.

Mr. Cantarero asked if the size of the Commission matters. It was also noted that the idea to remove the Commission from the process, was a concern that it might cause a conflict of with neighbor against neighbors. Mr. Austin asked if it was a matter of the cost of the remediation. Ms. Foster stated that they talked about this and there were two suggestions. We currently do not have the investigative expertise. One other thing is that the commission does not have to do an

investigation. Ms. Foster discussed the HRC ordinance and explained that the ordinance is to fill in the gaps between the state and federal laws.

Mr. Cantarero noted that the solicitor drafted these changes on direction from the Board so we would really need to speak with the Board about this. Mr. Cantarero asked Mrs. Alan how they would go about speaking with the Board. Mrs. Alan asked about the comment Ms. Foster stated about filling the gap between the federal and state law. Ms. Foster stated that right now the ordinance protects discrimination based on LGBTQ status, not amended. The intent was to cover marital status as well as familial status. This did not end up in the draft.

Ms. Foster stated that proposal #1 would be to ask the Board of Supervisors to consider the red-lined version provided to the solicitor. Ms. Foster is not sure if the solicitor shared that with the Board of Supervisors. Mrs. Alan commented that the commission needs to clearly state the verbiage changes in the description that the commission would like to discuss.

MOTION by Ms. Foster to respectfully request the Board of Supervisors to consider the Human Relations Commission proposed ordinance red lines; second by Mr. Cantarero. *Motion carries unanimously.*

MOTION by Mr. Cantarero for the Board of Supervisors to review the additional red line edits and adopt them as needed; second by Ms. Foster. *Motion carries unanimously.*

Ms. Foster stated that her red lines only went to the township solicitor. Mrs. Alan asked if the solicitor disregarded them, missed them, or disagreed with them. Ms. Foster reviewed the other red lines that she had provided.

Draft #2 is the current proposal. Ms. Foster asked if the commission wants to have this put on the agenda for the next Board of Supervisors meeting or request the Board attend the next Human Relations Commission meeting.

Mrs. Alan stated that she feels it is important to have some back-and-forth feedback; she thought that the solicitor was going to attend tonight to explain a bit more. She feels there are some legal issues as to why the Board is being steered in that direction. Mrs. Alan also commented that she feels it is good that the commission is getting their thoughts and feelings out and can be presented back to all the parties involved. Ms. Foster stated that in a memo from John, he asked the commission to submit comments to him by August 10th. Do we want to comment now or try to hold a meeting before August 10th or ask for an extension.

MOTION by Mr. Cantarero to request an extension to the comment period and that the Board of Supervisors and the Solicitor, if available, attend the next Human Relations Commission; second by Ms. Foster. *Motion carries unanimously.*

Ms. Foster wanted to officially welcome Mr. Austin to the commission.

There being no further discussion, the **MOTION** and a second were brought forward to adjourn. *Motion carries.*

Meeting adjourned at 7:46 PM

Respectfully Submitted,
Kathy Shillenn, Township Secretary

DRAFT