



**CITY OF DOVER, DELAWARE
DOVER HUMAN RELATIONS COMMISSION
Wednesday, February 18, 2026 at 6:10 PM**

City Hall Council Chambers, 15 Loockerman Plaza, Dover, Delaware

AGENDA

VIRTUAL MEETING NOTICE

This meeting will be held in the City Hall Council Chambers with electronic access via WebEx. Public participation information is as follows:

Dial: 1-650-479-3208

Link: <https://tinyurl.com/ymsw338v>

Event number: 2534 624 0666

Event password: DOVER (if needed)

If you are new to WebEx, get the app now at <https://www.webex.com/> to be ready when the meeting starts.

Public comments are welcomed on any item and will be permitted at appropriate times. When possible, please notify the City Clerk's Office at 302-736-7008 or cityclerk@dover.de.us should you wish to be recognized.

OPEN FORUM - 10 Minutes Prior to Official Meeting (6:00 p.m.)

The "Open Forum" segment is provided to extend the opportunity to the general public to share their questions, thoughts, comments, concerns, and complaints. Discussion of any item appearing on the agenda is prohibited during the Open Forum as an opportunity will be provided during consideration of that item. Citizen comments are limited to five (5) minutes. The Commission is prohibited from taking action since they are not in official session; however, they may schedule such items as regular agenda items and act upon them in the future.

ADOPTION OF AGENDA

APPROVAL OF MINUTES

- 1. Dover Human Relations Commission Minutes of December 16, 2025**
- 2. Dover Human Relations Commission Meeting of January 21, 2026**

COMMITTEE REPORTS/UPDATES

- [3.](#) **Assessment (Ms. Mullen, Ms. Brinkley, and Dr. Mishoe Sudler, I)**
- 4. Community Programs (Mr. Faust, Mr. Fleming, and Dr. Mishoe Sudler, I)**
- 5. School Programs (Mr. Lott, Ms. White, Mr. Fleming, and Dr. Mishoe Sudler, I)**
- 6. By-laws (Ms. White, Ms. Brinkley, and Dr. Mishoe Sudler, I)**
- 7. Finance (Ms. Brinkley and Dr. Mishoe Sudler, I)**

OLD BUSINESS**NEW BUSINESS**

- 8. Open Discussion**

FUTURE MEETING DATE

- 9. Next Scheduled Meeting of the Dover Human Relations Commission is March 18, 2026 at 6:10 p.m.**

ADJOURNMENT BY 7:00 P.M.

**To assure that there will be a quorum,
please RSVP by contacting the City Clerk's Office
by email at cityclerk@dover.de.us or by calling 736-7008
as soon as possible.**

THE AGENDA ITEMS AS LISTED MAY NOT BE CONSIDERED IN SEQUENCE. PURSUANT TO 29 DEL. C. §10004(e)(2), THIS AGENDA IS SUBJECT TO CHANGE TO INCLUDE THE ADDITION OR THE DELETION OF ITEMS, INCLUDING EXECUTIVE SESSIONS, WHICH ARISE AT THE TIME OF THE MEETING

DOVER HUMAN RELATIONS COMMISSION

The Dover Human Relations Commission (DHRC) met on December 16, 2025, at 6:32 p.m., with Chairman Mishoe Sudler presiding. Members present were Ms. Brinkley, Ms. White, Ms. Mullen, and Mr. Lott. Mr. Fleming and Mr. Faust were present.

Staff members present were Ms. Wheeler.

OPEN FORUM

The Open Forum was held at 6:32 p.m., prior to commencement of the Dover Human Relations Meeting.

There was no one present wishing to speak during the Open Forum.

ADOPTION OF AGENDA

Ms. Brinkley moved for approval of the agenda, seconded by Mr. Faust, and unanimously carried.

ADOPTION OF MINUTES

Mr. Faust moved to adopt the minutes from the Dover Human Relations Commission (DHRC) meeting on October 21 2025. The motion was seconded by Ms. Mullen and unanimously carried.

COMMITTEE REPORTS/UPDATES

Assessment

Dr. Mishoe Sudler distributed an Intake Form to members (**Attachment #1**) and explained that the Dover Human Relations Commission was required to complete an annual assessment of the Commission and its committees. He noted that the Assessment Committee was responsible for the tools and measurements used to evaluate Commission activities. He stated that the annual assessment was due and should be reported to City Council at the second meeting in January. He acknowledged that the Commission was relatively new following COVID-19 and recent member transitions, but emphasized the importance of continuing the Commission's work. He reviewed the annual assessment template, noting that the form would list the Dover Human Relations Commission, its members, Ms. Hall as liaison, and Ms. Crystal Wheeler as committee secretary. The assessment would include the Commission's mission and vision, as well as goals for each committee, including the Assessment Committee, School Programs Committee, and other standing committees. He noted that he and Commissioner Mullen would work on the Assessment Committee and that Commissioner Brinkley may also join pending confirmation.

Ms. Mullen stated that there was no report.

Responding to Dr. Mishoe Sudler, Ms. Brinkley clarified that she would be joining the Assessment Committee.

Community Programs

Dr. Mishoe Sudler reported that he had met with residents of Barrister's Place and had continued

communication with residents, who expressed interest in ongoing engagement and sharing ideas to improve their neighborhood. He stated that he would coordinate with District Commissioners Ms. White and Mr. Faust to continue outreach and offered to share contact information with residents. He discussed community concerns regarding individuals utilizing medians for panhandling, noting the need for compassionate and respectful engagement with underrepresented populations. He referenced discussions within the Second District and City Council about exploring non-enforcement approaches that focus on connecting individuals with immediate resources rather than exerting authority. He explained that providing on-site access to existing resource information, similar to the resource cards distributed by Commissioner Fleming, could help individuals receive assistance at the time of need. He stated that City Council may look to the Commission to assist with this effort and emphasized the importance of addressing community distress in ways that support both physical and mental well-being while uplifting the city.

Mr. Faust stated that approximately four (4) weeks prior, 211 resource cards were distributed to commissioners and City Council members. He noted that additional cards were available as needed and encouraged members to contact him by phone or email to request more. He emphasized that distributing the 211 cards was a positive way to provide resources to individuals experiencing homelessness and panhandling. He added that the cards were available in both English and Spanish.

Ms. Mullen suggested reaching out to the Bridge Clinic at the James Williams State Service Center, noting that its mobile unit conducts outreach to tent communities and could help distribute information and resources.

Dr. Mishoe Sudler noted that the Department of Health and Social Services operates a mobile unit that provides resources and conducts assessments in communities, and stated that he would reach out to them when possible.

Ms. Mullen requested 211 resource cards, noting that she has a contact with whom she could share the information.

Responding to Dr. Mishoe Sudler, Ms. Mullen stated that the name of the business was the Bridge Clinic.

Mr. Fleming stated that he continues to distribute 211 resource cards to individuals he encounters and asks whether they are familiar with the service, providing cards as needed.

Ms. Mullen noted that while the 211 resource cards are a helpful tool, challenges remain in ensuring individuals fully understand and can access the services when they call.

Mr. Lott stated that in helping the homeless, a system similar to the one used for expanding foster homes could be duplicated, focusing on finding homes for homeless individuals. He mentioned that some people would be willing to open their homes if compensated and believed that such a program could greatly reduce the homeless population.

Mr. Faust stated that Wesley's Church provides items for the homeless for pickup. He suggested the city place a small box outside City Hall stocked with hygiene items, snacks, and other essentials, allowing individuals to access them freely without requiring assistance from city employees.

Mr. Lott stated that while the city has limited capacity to address homelessness, a state-run program could significantly reduce the homeless population. He suggested a system similar to foster care, where individuals willing to open their homes would be matched with homeless individuals through case workers and screening to ensure appropriate placements. He noted that some residents, including himself, might be hesitant to host someone they do not know. He stated that they all encounter homeless individuals every day, noting that some resist structure despite family members wanting them to return home or stay in a safe environment at night.

Dr. Mishoe Sudler acknowledged that while they could not provide housing, the city could explore ways to support homeless or underserved populations. He noted that efforts to boost morale and provide encouragement could help individuals choose to break cycles of homelessness, emphasizing that engagement and support could make a meaningful difference.

Mr. Lott stated that he would do better with community events based on things that they orchestrated themselves.

Dr. Mishoe Sudler believed that they had some type of leg room to be able to host some events that would help with the relations in their communities because that was what they were supposed to do.

Ms. White referenced previous comments from Mr. Lott about housing and noted that families wishing to host homeless individuals would need insurance, similar to foster care, which could be costly. She cited a situation in Pennsylvania where a large building was repurposed to house individuals, with city, state, and government collaboration, which successfully alleviated homelessness in that area. She suggested that Delaware, particularly Kent County, could similarly repurpose a building to provide homeless individuals with medical care, cash assistance, and food support, creating a family-like environment. She stated that while events are useful, she prefers engaging directly with community members by asking what they need and how she can assist, emphasizing listening to them rather than speaking at them. She stated that instead of letting an idle building sit unused, Mr. Hugg could provide a single structure to start a housing initiative for the homeless. She emphasized that having approval from Mr. Hugg was essential to begin such a project.

Responding to Ms. White, Mr. Faust believed that council would have to approve that and that Mr. Hugg did not have the power to give property.

Responding to Dr. Mishoe Sudler, Ms. White clarified that Mr. Hugg has access to give them direction for Community Development Grants.

Responding to Dr. Mishoe Sudler, Ms. White stated that they would clearly communicate their needs to Mr. Hugg, as he has the resources to provide them.

Responding to Dr. Mishoe Sudler, Ms. White clarified that they were not discussing an event, but rather requesting that Mr. Hugg provide a building free and clear to the community. She noted that community development funds, such as those available downtown, could support the project. She added that having a dedicated building, as Mr. Lott suggested, would reduce the need for homeless

individuals to stay in residents' homes, avoiding insurance and other logistical challenges, and allowing the necessary resources to be centralized

Responding to Dr. Mishoe Sudler, Ms. White stated that she would have no problem heading up that project.

Responding to Ms. White, Dr. Mishoe Sudler stated that he would expect to hear back from her regarding her efforts to communicate with Mr. Hugg.

School Programs

Dr. Mishoe Sudler stated there were no significant updates on school programs but shared an announcement regarding the City of Dover's ongoing partnership with the Downtown Delaware State University (DSU) community to promote an inclusive collaboration. He noted that DSU holds community events at least twice a year and has consistently invited the Commission to participate and help promote these events to the broader community. He also mentioned an upcoming DSU event called the "Inspired Day of Service," which supported state scholarship requirements and emphasized the community's commitment to supporting youth education.

Responding to Ms. Brinkley, Dr. Mishoe Sudler stated that he did not have the dates of the community events; however, they were posted online at the Delaware State University website.

Responding to Dr. Mishoe Sudler, Mr. Lott stated that he would like to be on the Community Programs committee as well as still work with the School Program committee.

Ms. White stated that there was no report.

He suggested to the family that if their main concern was the future of their student, particularly regarding scholarships and participation in activities, they should continue reaching out to institutions. He advised keeping records, videos, and other documentation of the student's achievements, as opportunities such as walk-on scholarships may still be available after high school. He emphasized that the family should explore all scholarship possibilities and noted that some students were considering attending a Historically Black Colleges and Universities (HBCU). He noted that Historically Black Colleges and Universities (HBCUs) recognize walk-on students and hidden talent, and opportunities depend on the effort families put into supporting their child. He emphasized that the primary goal was ensuring the student received a quality education, ideally debt-free, and that there were institutions available to help guide them along that path.

Ms. White believed that in the school system, starting from the elementary level up to the college level, a lot of life skills have been eliminated.

Ms. White stated that U. S. Senator Lisa Blunt Rochester does a lot for Kent County, as far as schools and housing, and there is a lot of state housing. He noted that she does not believe in waiting when she knows that they could move forward. She stated that she believed in action, success, and solving problems, and she goes where the help is at, and she does not take no for an answer. She added that they have been promised a lot of things, and they would put them on the back burner. She stated that she believes in action, success, and problem-solving, and emphasized that she does not take "no" for an answer.

By-laws

Dr. Mishoe Sudler stated that the bylaws had been posted online and needed to be reviewed. He noted that a vote would be required to either approve them as written or make any necessary edits.

Finance

Dr. Mishoe Sudler stated that there were no new updates as far as the Finance Committee. He noted that they still have a remaining balance of \$3,000, which they had started with, every year, and that they have not made any purchases.

Responding to Dr. Mishoe Sudler, Ms. White stated that she needed more cards with both phone numbers on each card.

Responding to Dr. Mishoe Sudler, Ms. Brinkley believed that the order for business cards was put in since she had to verify that her information was correct; she has not received the physical cards yet.

Ms. Wheeler stated that she would verify if Ms. Brinkley's business cards were in and order her shirt as well.

Ms. White stated that she had obtained her notary and will travel.

Responding to Dr. Mishoe Sudler, Ms. Wheeler stated that each individual in the City Clerk's Office has obtained their notary.

Responding to Dr. Mishoe Sudler, Mr. Fleming stated that he would like to serve on the School Program Committee, since his background would help in that area.

Responding to Dr. Mishoe Sudler, Ms. Brinkley clarified that she would serve on the Assessment Committee, By-Laws Committee, and the Finance Committee.

Ms. Mullen stated that there was no report.

Responding to Dr. Mishoe Sudler, Mr. Fleming stated that he would like to be added to the Community Programs Committee.

NEW BUSINESS

Mr. Faust requested an update on the two (2) open Commission slots and suggested contacting the council representatives of the respective districts to help fill them. He also discussed fundraising, noting he had briefly spoken with Dr. Mishoe Sudler. He recommended consulting the city attorney to determine whether the Commission was covered as a nonprofit or needs to apply for nonprofit status to avoid potential tax issues. He further noted the need to clarify financial procedures for fundraising, including whether a separate account was required and who would be accountable for the funds. He stated that he had sent an email several months ago but had not received a response from the Mayor's Office or City Council. He emphasized that if the Commission intended to conduct fundraisers in the upcoming year, it was important to obtain clear guidance on what was legally permissible before proceeding.

Responding to Dr. Mishoe Sudler, Mr. Faust stated that he would reach out to Mayor Christiansen and mentioned that he had sent an email several months ago to the Mayor and City Council.

DOVER HUMAN RELATIONS MEETING OF DECEMBER 16, 2025**PAGE 6**

Responding to Mr. Faust, Dr. Mishoe Sudler stated that he had discussed fundraising with Mayor Christiansen, who was supposed to provide guidance on what the Commission could and could not do, as well as any applicable procedures.

Responding to Dr. Mishoe Sudler, Mr. Faust stated that he would send an email to Mayor Christiansen and CC Dr. Mishoe Sudler to ensure he was kept informed of the questions that needed to be addressed.

Responding to Ms. Mullen, Dr. Mishoe Sudler stated that the discussion on fundraising was not tied to a specific project. He noted that the Commission wanted to understand the procedures for fundraising through the city and how funds could be utilized. Whether raising funds or applying for grants, there were requirements regarding the purpose, allocation of proceeds, and other procedural details. The goal is to determine what types of projects the Commission could undertake based on the funding it could collect.

Mr. Faust stated that the \$3,000 in the Dover Human Relations Commission's budget could not be used for donations, such as for back-to-school efforts. He noted that the funds could be used for training, business cards, water, and basic committee functions, and added that the Commission does not have discretionary funds like the City Council.

Responding to Ms. Mullen, Dr. Mishoe Sudler stated that they do have permission to spend the fundraiser money.

Ms. Brinkley stated that at some point, once all of that was established, the bylaws would have to be created on how the money was spent.

Dr. Mishoe Sudler stated that there were a few items that they were waiting on before they could think about putting them into the bylaws. He noted that fundraising would be a new dynamic for the Commission, and fundraising would need to go into those bylaws.

Ms. Brinkley stated there was no report.

Responding to Ms. White, Dr. Mishoe Sudler stated that, as a city body, fundraising and having a treasurer would fall under the city's oversight. He noted that the Commission would need to determine how to operate within city procedures, as the city likely already had established processes for such activities.

Ms. Brinkley stated that if the Commission does not need to file for 501(c)(3) nonprofit status, the city's existing procedures should suffice. However, if filing were required, they would need to establish a board, including a treasurer.

Dr. Mishoe Sudler stated that they would wait to hear from Mayor Christiansen regarding what fundraising or other activities would be possible, noting that most actions would also require City Council approval.

Responding to Ms. Brinkley, Dr. Mishoe Sudler stated that there was an opportunity for the Commission to meet as a whole with City Council to understand expectations and discuss moving

forward, but no meeting had been scheduled. He noted that the Commission would need to request the meeting, typically through their liaison, and expressed hope that it could be arranged soon.

Responding to Ms. Brinkley, Dr. Mishoe Sudler clarified that if Mr. Hugg did not schedule the requested meeting, the Commission could invite him to attend one (1) of their meetings to address their questions and concerns.

Responding to Ms. White, Dr. Mishoe Sudler clarified that while constituents may want to attend Commission meetings, the Commission cannot require their attendance. He noted that there was no need to entice participation, as meetings are advertised and open to the public. He added that, unlike City Council, attendance may be low, which he was not upset about. He also explained that constituents have online access to meetings, the doors are unlocked for the community, and that the police are neither promoted nor present at Commission meetings.

Responding to Ms. White, Ms. Brinkley stated that a constituent had requested live access via Webex and noted that the meeting link was included with all agendas.

Mr. Faust stated that a library of past meetings was kept for the constituents to review.

Open Discussion

No topics were discussed during the open discussion.

ADJOURNMENT BY 7:00 P.M.

Chairman Mishoe Sudler moved for adjournment of the Dover Human Relations Commission (DHRC) meeting, hearing no objection, the meeting adjourned at 7:39 p.m.

Meeting adjourned at 7:39 p.m.

Travis Mishoe Sudler, I
Chair

TMS/cw

Attachments

Attachment #1 – Intake Form

DOVER HUMAN RELATIONS COMMISSION

The Dover Human Relations Commission (DHRC) met on January 21, 2026, at 6:26 p.m., with Chairman Mishoe Sudler presiding. Members present were Ms. Brinkley, Ms. White, Ms. Mullen, and Mr. Lott. Mr. Fleming and Mr. Faust were present.

Staff members present were Ms. Wheeler.

OPEN FORUM

The Open Forum was held at 6:02 p.m., prior to commencement of the Dover Human Relations Meeting.

Mr. Omari Muhammad, a Coalition of Dover member, stated that he came to try to gain a better understand the purpose and mission of the Dover Human Relations Commission. From his understanding, the commission may have been formed following the killing of Reggie Hanna by police in the early 2000s, and if that was the case, he did not see how the current agenda reflected that history or addressed those types of issues. As he reviewed the agenda, he was unclear how items such as school programs, community programs, finance, and bylaws aligned with that original purpose. He asked for clarification on the commission's aim, what it was founded on, and how it planned to better engage the community and address serious concerns related to human relations.

Responding to Mr. Muhammad, Dr. Mishoe Sudler explained that the Dover Human Relations Commission, established in the early 2000s, worked to promote inclusion, fairness, and cultural competency in the city. The nine (9) member volunteer commission reviews policies, addresses discriminatory practices, and serves as a liaison between the community and city council. He noted that recent efforts included engaging residents at Barrister's Place to implement safety measures and maintain ongoing dialogue while advocating for community concerns.

Mr. Muhammad urged the Human Relations Commission to focus on its origins related to the killing of Reggie Hanna and address police misconduct, accountability, and community safety. He emphasized the need for the commission to engage with residents, advocate for justice, and prioritize unresolved cases affecting Black residents in Dover.

ADOPTION OF AGENDA

Ms. Brinkley moved for approval of the agenda, seconded by Mr. Faust, and unanimously carried.

COMMITTEE REPORTS/UPDATES

Assessment

As it relates to their assessment, during their last meeting, Dr. Mishoe Sudler stated that he provided the assessment layout format, and he hoped that the board had a chance to review it along with their mission and vision statement, which needed to be incorporated into the assessment. He noted that they needed to ensure that the mission and vision being used were the correct versions. He also mentioned that he shared the strategic plan and the bylaws, which were available online. He asked the board to review those documents in their entirety and that he was only asking for their feedback on the mission and their vision. He also added to send any corrections they may have or send their approval if no changes need to be made.

Responding to Mr. Faust, Dr. Mishoe Sudler clarified that he would like the feedback before the next meeting.

Community Programs

Mr. Faust reported that he reached out to United Way to receive more 211 cards. He noted that it was difficult to contact them due to the holiday season. He mentioned that any board member needed any more cards to let him know.

Dr. Mishoe Sudler stated that Councilman Suler, along with Councilman Lewis, was planning a project with local business owners at the Forest Avenue and Salisbury Road intersection to address panhandling in the median. The effort would include outreach and assessment, with support from mental health crisis units through the Division of Health and Social Services, and was expected to last about four (4) hours. He noted that scheduled times would be shared once available. He also added that the city had begun engagement with Commissioner Brinkley, First District, to discuss ordinances and upcoming initiatives focused on mental health and addressing homelessness. Further details would be shared through the City Clerk's Office as plans are finalized.

School Programs

Bishop Lott stated that there was no report.

Dr. Mishoe Sudler stated that Chandra Jackson, President of the Capital School District School Board, was involved in upcoming efforts connected to the City of Dover's Opioid Task Force. He explained that there was a collaboration between the City and the Capital School District to support services for students, particularly given the district's large foster care population. Many of these students age out of foster care at 18 and have the opportunity to attend Delaware State University, where they were able to remain on campus year-round and continue their education, with the cost ultimately supported by taxpayers.

Responding to Bishop Lott, Dr. Mishoe Sudler stated that none of the commissioners were part of the Opioid Task Force.

Bishop Lott stated that she would like to be part of the Opioid Task Force and that he did foster care for 20 years, so he was familiar with everything that was mentioned by Dr. Mishoe Sudler.

Responding to Bishop Lott, Dr. Mishoe Sudler stated that he would discuss that with someone to get him on the task force.

Ms. Brinkley read the summary from the Ordinance #2025-21 – District 1(**Attachment #1**). She noted that the conversation ended with discussions about funding distributions, particularly regarding opioid related funds and the importance of forming partnerships and coalitions to address ongoing social and economic challenges in Dover. She added that they had individuals from the ACLU, which was Ms. Smack, community members, some from Housing Alliance Delaware, a few individuals from a not-for-profit, as well as Councilman Rocha.

Responding to Dr. Mishoe Sudler, Ms. Brinkley clarified that she would be joining the Assessment Committee.

DOVER HUMAN RELATIONS MEETING OF DECEMBER 16, 2025**PAGE 3**

Dr. Mishoe Sudler referred to the Proposed Ordinance #2025-21. He stated that there was some verbiage in the ordinance that needed to be changed and that, as a commission, they were tasked to make a stand and comment on whether it was fair or not. That was why they had been asked, both among themselves, to speak with residents to gather their feedback. He noted that the input would help them determine how the ordinance could be rewritten because, in its current form, he did not believe it was a good ordinance.

By-laws

Dr. Mishoe Sudler announced that there was no report to present at this time.

Finance

Responding to Dr. Mishoe Sudler, Ms. Wheeler stated a purchase was made for a polo shirt for the amount of \$25.10 for Ms. Brinkley. She stated that no other purchases have been made for the Human Relations Commission.

NEW BUSINESS

Dr. Mishoe Sudler had no new business.

Ms. White asked if they could extend an invitation to Kathy Jennings, Attorney General.

Dr. Mishoe Sudler recommended that Ms. Jennings come to the Human Relations Commission meeting as well.

Open Discussion

Mr. George King stated that he was a lifelong resident of Dover and that he was a member of the Coalition of Dover, located at 329 West Loockerman Street, on the corner of Queen and Loockerman. He noted that they would be holding a meeting on February 19th from 6:00 p.m. to 7:00 p.m., sometimes extending to about 7:30 p.m. He also added that anyone was welcome to attend.

ADJOURNMENT BY 7:00 P.M.

Chairman Mishoe Sudler moved for adjournment of the Dover Human Relations Commission (DHRC) meeting, hearing no objection, the meeting adjourned at 7:03 p.m.

Meeting adjourned at 7:03 p.m.

Travis Mishoe Sudler, I
Chair

TMS/cw

Attachments

Attachment #1 – Ordinance #2025-21 – District 1

Ordinance #2025-21 – District 1**January 14, 2026****7:00 pm via zoom****Summary**

The meeting focused on addressing safety concerns in Dover, particularly regarding pedestrian behavior and median usage, with discussions centered on potential solutions like installing fences and exploring state funding options. The group explored various approaches to address homelessness and economic challenges in the city, including community outreach efforts, coalition building, and the potential expansion of services and resources. The conversation ended with discussions about funding distributions, particularly regarding opioid-related funds, and the importance of forming partnerships and coalitions to address ongoing social and economic challenges in Dover.

Dover Pedestrian Safety Ordinance Discussion

The meeting focused on discussing a proposed ordinance in Dover that restricts pedestrians from approaching moving vehicles and standing in road medians for extended periods. Justina, the First District Commissioner, led the discussion and emphasized the need for practical solutions to address safety concerns. Bill Faust suggested installing fences or gates on medians to prevent people from standing there, which Shannon Saunders supported. Gerald Rocha noted that many roads in Dover are owned by the state, which could complicate efforts to implement such solutions. The group agreed to further explore the feasibility of these ideas and consider advocating for state funding if necessary.

*** Safety Improvements for High-Traffic Areas**

The meeting focused on addressing safety concerns in high-traffic areas, particularly Forest Avenue and Salisbury Road in District 1. Councilman Rocha emphasized the urgency of the situation, citing instances of individuals attempting to use the median for wheelchair access despite safety risks. The group discussed potential solutions, including exploring state funding options and collecting accident statistics, though Rocha stressed that immediate action is needed regardless of available data. Travis proposed holding town hall meetings to gather input from constituents and suggested developing a comprehensive treatment center for affected individuals, combining mental health, financial, and educational support services.

Addressing Median Safety Concerns

Vonda expressed concerns about individuals on city medians and proposed solutions, including creating a job position for community outreach, connecting with nonprofits for services, and rewording the ordinance to avoid constitutional issues. She emphasized the need for more resources, treatment centers, and housing solutions in Dover. Travis suggested forming a task force similar to Atlanta's Warrant Police to address safety concerns on medians and streets. Both Vonda and Travis highlighted the importance of community involvement and collaboration with stakeholders to address these issues effectively.

Homelessness Solutions and Resource Coordination

The meeting focused on addressing issues related to homelessness and the use of hotels for housing through voucher programs. Travis emphasized the need for accountability from hotels receiving funding, suggesting measures like fencing, surveillance, and monitoring for illegal activities. The group discussed the importance of forming a coalition of non-profit organizations to better manage resources and write grants collectively. Justina highlighted the availability of funding from the Delaware State Housing Authority and FHL Bank for organizations working in this area. The participants agreed on the need to educate the community about available resources and to revive a dormant city grant-writing initiative, with volunteers offering to assist. Vonda shared positive outcomes from recent efforts to address median-related issues and emphasized the importance of continued community engagement and police involvement.

Nonprofit Funding and Economic Solutions

The meeting focused on the impact of federal funding cuts on local nonprofits, particularly those addressing mental health, addiction, and homelessness. Vonda highlighted the layoffs at a 100-year-old nonprofit and emphasized the need for solutions, including state legislative involvement and the potential expansion of the Hope Center to Kent and Sussex counties. Travis suggested bringing a major industry, such as hemp agriculture, to Dover to create jobs and stimulate the local economy, with potential partnerships with Delaware Tech for education and training.

Dover Economic and Social Development

The meeting focused on addressing economic and social challenges in Dover, with Travis highlighting the city's ranking of 45th in education and the need for economic development. Gerald discussed the recently signed 50-year joint use agreement with Dover Air Force Base, which he believes will attract industries to the area over the next 3-5 years. The group also discussed potential solutions for homelessness and panhandling, including the idea

of providing vouchers for food and shelter, though concerns about labor laws were raised. Vonda suggested that non-profits need to be more proactive in outreach efforts, and the group discussed the possibility of acquiring properties for non-profit use, though Gerald explained that the city lacks suitable land for such purposes.

Opioid Funding and Community Support

The meeting focused on funding discussions, particularly regarding opioid-related funds and their distribution. Gerald emphasized the need for direct support for affected communities, noting Dover's involvement in the original lawsuit and subsequent partnership with the state. Travis and Vonda discussed the misinformation about the amount of funding available, with Gerald clarifying that it was more than hundreds of thousands. The group also touched on coalition building strategies, with Gerald recommending the "Communities That Care" framework as a potential guide. Justina expressed interest in bringing together various entities to discuss these topics further.

City of Dover Human Relations Commission Strategic Plan

2020-2023

I. INTRODUCTION

The establishment, purpose, powers and duties of the City of Dover Human Relations Commission (hereinafter, “the Commission”) are provided for in Part II of the Dover Delaware Code of Ordinances Chapter 58-Human Relations, Article II Human Relations Commission.

Broadly representative of racial, religious, gender, and ethnic groups residing in Dover, the nine volunteer members of the Commission are all residents of the City of Dover. They are appointed by the president of the Dover City Council, based upon recommendations from and subject to confirmation by the Council.

The Commission began a strategic planning process to define its strategy, focus and direction for the years 2020-2023. This has evolved into a revised Strategic Plan for the years 2020-2023.

In developing this phase of the planning process the Commission, based upon the first phase, has organized its objectives around the components of its mission, its commitment to competency, transparency, public accountability and in accordance with the aforementioned Ordinance.

II MISSION

The Commission is committed to a philosophy of inclusion, intergroup cooperation and fair treatment. It works to ensure that the City of Dover has and utilizes policies, programs, ordinances, organizational practices, specialized resources and appropriately trained employees to support diversity, inclusion, and cultural competency.

By involving all segments of the community, the Commission promotes an understanding of and an appreciation of the benefits of diversity, inclusion, cultural competency, and positive intergroup relations among the City’s diverse residents. It also advocates for an environment of fairness and respect.

The Commission works with the City Council, the City Administration and community organizations to enhance intergroup relationships, to eliminate discrimination, and to

anticipate, prepare for and resolve incidents of intergroup conflicts and disputes within the city.

III VISION

The Commission's vision is a city whose government, organizations, groups, and individual citizens value diversity, inclusion, respect, and trust.

Mission Component:

- A. Work to insure that the City of Dover has and utilizes policies, programs, ordinances, organizational practices, specialized resources and appropriately trained employees to support diversity, inclusiveness, and cultural competency in its organizations and services.

Objectives

A.1 Promote and develop an environment of fairness and respect among its citizens.

A.2 Develop ways to measure and monitor community relations, particularly those that are sources of intergroup conflict.

A.3 Involve all segments of the community in understanding and appreciating the benefits of positive intergroup relations.

A.4 Research a range of programs and services that will help its residents and neighborhoods prevent and/or resolve issues of human relations.

A.5 Research ways of anticipating, preparing for, and relieving tensions arising from intergroup conflict.

A.6 Build a strong partnership with the Dover Police Department to identify additional human relations approaches and lessons that can be integrated into the Dover Police Department's ongoing Community Relations strategy.

- B. Promote equal opportunity and prevent discrimination by advocating for understanding, for an appreciation of the benefits of diversity, for inclusion, and for positive relations among residents to encourage an environment of fairness and respect.

Objectives:

B.1 Assess how the community of Dover is organized and identify organizations, churches, fraternities, sororities, and other organizations with whom the DHRC should establish relationships.

B.2 Provide a report to the DHRC Chair to be incorporated into the Chair's Annual Report to the Dover City Council to include the current state of diversity and inclusion within the Dover communities.

B.3 Identify, support, and participate in and create programs and events within the city of Dover which celebrate its diversity and promote greater understanding of issues, concerns, and needs of our diverse population.

C. Work in partnership with members of City Council and the City Administration to collaborate with other organizations to strengthen intergroup relationships to eliminate discrimination and resolve incidents of intergroup conflicts within the city.

Objectives:

C.1 Develop a means such as an intake form, written complaint or a verbal complaint in order to determine when a diversity, inclusion, and/or human relation issue exists, and establish a process for receiving and responding to complaints and take action to resolve or improve the situation.

C.2 Develop a procedure with the State Human Relations Commission to delineate the roles and responsibilities of the two Commissions in order to resolve alleged discrimination complaints. Determine which complaints fall within the jurisdiction of either the State or City Human Relations Commission.

C.3 Review the City of Dover's Code of Ordinances and make recommendations to Dover City Council that will improve the city's effort to eliminate discriminatory behavior.

C.4 Research and design plans for monitoring intergroup conflict and for responding to community conflicts and disruptions within the City of Dover.

COMPETENCY TRANSPARENCY AND ACCOUNTABILITY

D. The Commission is committed to acting with a high degree of competency, transparency, and accountability both to the Dover City Council and to the community.

Objectives

D.1 Establish regular two-way communication between Council and the Commission to review and affirm the Commission's Strategic Plan and activities regarding diversity, inclusion, and human relation issues that may be particularly critical or relevant within each City Council District. Each Council District representative will recommend individuals to serve on the Commission as vacancies occur.

D.2 Improve community awareness of the Commission and provide a better understanding of its role through the use of a brochure, the media, and the internet. A link to **Dover, Delaware Code of Ordinances, Chapter 58 - Human Relations, Article II. - Sec. 58-36 Powers and Duties** should be made available to the public on the DHRC web page. This will give citizens a clear idea of the Commission's authority.

D.3 Research and recommend to the City Council, the City Administration, and members of the Commission a program that provides greater understanding of diversity, inclusion, human relations issues and conflict management. This will strengthen skill in dealing with these issues.

D.4 Provide due notice and access to the public by conducting all meetings in accordance with the Delaware Freedom of information Act (FOIA) and City of Dover procedures.

D.5 Beyond the City's Budget line, the Commission may identify and seek funding from other sources to more effectively carry out its responsibilities.

V. IMPLEMENTATION AND ORGANIZATIONAL STRUCTURE

Once the Commission adopts these proposed strategic objectives the Commission will develop and implement specific work plans for each strategic objective within the assigned year or years. These work plans will include priorities and initiatives.

The Dover Code of Ordinances centralizes decision making at the Commission level. However, it is suggested that a functional committee structure be utilized to move these strategic objections into actual performance.

In order to respond to an emergent human relations issue that may not be identified in this plan, the Commission may from time to time create a functional committee. Such committees are intended to convene, and make recommendations for action to the full Commission; and, then disband when they are no longer relevant or needed.

Actions History

- 02/10/2020 - Approved by City Council
- 01/16/2020 - Revised by Dover Human Relations Commission
- 10/13/2014 - Approved by City Council
- 09/23/2014 - Introduced at Dover Human Relations Commission
- 09/08/2014 - Draft prepared by Eugene B. Ruane, City of Dover Human Relations Commissioner