

Borough of Carlisle  
Human Relations Commission  
Meeting Minutes  
February 1, 2022  
7:30 AM

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Present at the meeting: Commission members Wanda Hunter, Chris Kapp, Maddie Young, Carlos Rojas-Gaona and McKenzie Clark. Also in attendance were: Borough Manager Armstrong, Officer Rucinsky, Human Resource Manager Amy Berrier, Public Information Coordinator Taylor and Borough Secretary Stone.

*Scribe note: Commission members Carlos Rojas-Gaona and McKenzie Clark attended the meeting via Zoom.*

The meeting was call to order by Wanda Hunter at 7:32 a.m.

The commission voted 3-0 to allow Commission members Rojo-Goana and Clark to attend the meeting via Zoom.

**I. Approval of Minutes**

- A. The Commission voted 5-0 to approve the November 9, 2021 Human Relations Commission meeting minutes. (Young/Kapp)

**II. Commission Member Update**

- A. Borough Manager Armstrong introduced Maddie Young as the newly appointed HRC alternate member. Ms. Young shared that she and her family have lived in Carlisle for 30 years and has served on several non-profit boards and committees. She is presently the Executive Director of the YWCA.

**III. Outreach**

- A. Ms. Hunter noted that McKenzie Clark attended the Not-In-Our-Town Symposium and did a very good job explaining to the audience the purpose and process of the HRC.

**IV. Discussion Items**

- A. Mediation procedure on website

There was discussion regarding if the mediation process should be placed on the Borough website. It was decided by the Commission that the information presently on the website is sufficient to inform citizens of the HRC process.

- B. Meeting dates for Moving Circle (2<sup>nd</sup> Monday at 7:00), Not In Our Town (4<sup>th</sup> Monday at 6:30) and Community Responders Network (1<sup>st</sup> Monday at Noon)

Wanda Hunter noted all information for these meetings are on the Moving Circles website.

### C. PowerPoint Training

Carlos Rojas remarked that the present content of the PowerPoint is complete. There was discussion at a previous meeting for possible format revisions. However, there have been no revisions to the formatting and the current PowerPoint document was accepted by the commission.

### D. Email and Google Docs

Borough Manager Armstrong noted that the Borough's IT provider is currently working to complete the process of setting up Borough email accounts for the commission members. Ms. Armstrong will follow up with Owen Snyder to move along that process and provide assistance for those members that had concerns and questions.

## V. Municipal Equality Index (MEI)

A. Borough Manager Armstrong explained that the Human Rights Campaign is the largest LGBTQ advocacy group in the country. The Borough has been chosen the past several years along with ten other Pennsylvania municipalities to participate in a scoring process. She noted that Carlisle earned an "all-star designation" last year with a score of 86. There are municipalities that have scored 100 and others that have scored similar to Carlisle. Ms. Armstrong noted the national average is 67 points. The next draft score card will come out in March.

Human Resource Manager Amy Berrier reported that she spoke with the Human Rights Campaign about scoring additional points in categories that we are presently deficient. She stated these categories are the transgender inclusive health care benefits and the inclusive workplace. The Borough would receive 8 additional points if these areas were included in Borough policies.

Officer Rucinsky reported that he found no programs available through the Salvation Army or Community Cares for assistance or support to the LGBTQ community. He did speak with Janell Crossly who offered to help with providing services.

Commission member Maddie Young offered that the YWCA has recently signed a formal MOU with the LGBTQ Center in Harrisburg. The Carlisle YWCA will become a Cumberland County provider for LGBTQ services and resources. She noted they have partnered with the Carlisle School District and will begin working with their SAGA group to provide them with a support group within the school. Ms. Young commented that plans are in place for the LGBTQ Harrisburg Center to come to the YWCA once a month to provide a support and resource groups for adults that need help. She expects within the next six months the YWCA will be known as a LGBTQ resource center for Carlisle.

Chris Kapp reported that the Salvation Army has recently hired a transgender employee. Ms. Kapp has provided LGBT focused housing training as well as a sensitivity training for all Salvation Army staff. She noted they will be integrating LGBT services into their social serviced and sheltering programs.

**VI. By-Laws**

A. Discussion and potential vote to approve revisions.

Secretary Stone provided an update on the minor language revision in Chapter 9, Section 1 G of the Bylaw that removed “outside the Commission’s jurisdiction”.

The Human Relations Commission voted 5-0 to approve the amended language in Chapter 9, Section 1 G of the Bylaws. (Kapp/Clark)

**VII. Next Meeting Date:**

A. Tuesday, May 3, 2022 at 7:30 AM

**VIII. Announcements**

Discussion was held among the Commission regarding consideration to changing the start time of the meetings. There was consensus among commission members to have a Doodle Poll sent out in advance of the next meeting, with a selection of proposed meeting times. The Commission will recommend a new meeting time and vote to accept a time change at the May 3, 2022 meeting.

Ms. Wanda asked for the Commission members stay current on the PHRC events that can be found on their website.

**IX. Public Comment**

No public comments were heard.

**X. Adjournment**

The meeting was adjourned at 8:11 a.m.

Sincerely,

Joyce Stone  
Borough Secretary