

**EMPLOYMENT CHALLENGES COMMITTEE
OF TROY HUMAN RELATIONS COMMISSION**

*Monday, August 17, 2020, 5:30 p.m.
Fire Station #2, 1528 N. Market Street*

**(Meeting also available via Zoom
Meeting Id: 815 3564 5251)**

Committee Members – Sharrie Brown, Kane Feltner, Sonia Holycross, Tre Hudson,
Stephanie Johnson, Caroline Kniceley, Todd Severt, Kenny Block.

AGENDA

- I. Organization
 - a. Selection of Committee Secretary
- II. Discussion of Initiatives
 - a. Initiatives Selection (five to ten)
- III. Future Business
- IV. Next Meeting Date, Location and Time

Initiatives Submitted by HRC Commission

- A. 2020 Budget
- B. Employee recruitment, hiring and promotional procedures
- C. Bargaining unit agreements and state laws
- D. Workplace policies
- E. Constituent demographic data
- F. Local election process
- G. Social services structure, programming, and outreach efforts
- H. Municipal and Common Pleas procedures and practices
- I. Diversity training for all city leaders and employees
- J. Develop a "tool box" of resources for city and community use
- K. Ongoing speaker program to educate the HRC regarding local history
- L. Interviews regarding their perceptions, needs, goals and ideas
- M. Quarterly meeting with TFD, TPD, City Council, HRC to address any concerns, needs and celebrate all successes
- N. Hiring-employment subcommittee to meet with TCS, City of Troy, C of C bi-annually
- O. Community events (2-4 per year) to provide inclusive environment and education for attendees
- P. Presence with updates on Troy website to invite new community members to increase diversity
- Q. Transportation
- R. Police Station
- S. Businesses
- T. Housing
- U. Education
- V. Social Media
- W. Other HRC generated topics

Initiatives Submitted by Chairman Major

Troy Government:

- City budget & list of all tax paid Infrastructure
- Line Item budget for the City of Troy
- Budget for social programs for the City of Troy
- List of city street names
- Names & purpose of all tax paid building, properties & structures
- Tax paid statues – city codes and policies governing
- Job Postings for local companies via our City Website

Law enforcement: By creating safeguards against possible loopholes or failure points, we create the outward appearance of a policing system that is truly community partnering, socially promoting, going above & beyond the call of duty to protect & serve the people of this great community.

- Law Enforcement budget
- Legal documentation of rules & regulations for the police department; and the CBA or Contract between the City Police Department and the City of Troy.
- Human Resource Documentation for policy of training, background checks, & legal onboarding practices, etc.
- Names of all employees & which county they live in; and policy specific to residency requirements.
- Individual Police Officer personnel records – for full term of employment
- Individual Records of arrest made by sworn personnel, disaggregated by race
- Individual Records of complaints made against sworn personnel, disaggregated by race
- Community involvement programs
- Policing Practices - patrol schedules and philosophies, are police patrolling the neighborhoods they live in or have grown up in?
- Use of Force Policy/Continuum: i.e., are Chokeholds, Knee to neck, permissible, etc.?
- Sworn personnel training requirements/Continued education and professional development
- End qualified immunity.
- Residency Requirement - Process to recruit, train, & onboard officers from within the communities they lived or were a resident for more than 10 years.
- Reopen any deadly use of force cases for the last 30 years, correct any mistakes of our past.
- Citizen's Review board, to meet, review, & investigate all police misconduct cases.
- Ketamine by EMT, is it legal or authorized here?
- Mental Wellness Evaluations, E.g., PTSD
- Additional Vacation allowance, E.g., teachers
- Work with social aid/programs to direct & help those in need
- Clear & firm guidelines on hate crime
- Body camera guidelines
- Require drug screens after each use of force incident

Education:

- Line item budgets for each school with tax dollars funded community sectors for each.
- List of all school buildings & staff
- List of history books being used for each grade, I.e., name & publisher
 - teaching the civil war from the right perspective
- # of teachers with names, & additionally ethnicity percentages
- # of students at each school with ethnicity percentages
- # of teacher at each school with ethnicity percentages
- Partnerships with HBCU's can be made to find new talented teachers with an emphasis in history.
- Application / Recommendation process for CTC (I.e., Career Technology, Joint Vocational School) track
- Review # of advanced, regular, general student populations.
- Review of policies & selection practices of regular to advanced student populations
- 9th-12th Grade Work / College prep classes added. Field-trips to local companies that employ citizens from our city.
- Understanding job qualification & pathways. Community economic impact of 1 job in terms of dollars & household good capability. If we are not preparing all of our children to work, we are preparing them for failure.

Wellness: Stress of Racism & Implicit Bias Affects Learning/Development Opportunity: The Stress of Racism Affects Learning Development The stress of racial discrimination may partly explain the gaps in academic performance between Black/Latino youth and their White counterparts.

- Researchers found that the physiological response to two sources of race-based stressors leads the body to pump out more stress hormones in Black and Latino students
- Perceived Discrimination: The perception that you will be treated differently or unfairly because of your race.
- Stereotype Threat: The stress of confirming negative expectations about your racial or ethnic group.
- <https://sites.ed.gov/whieaaa/resources/>

Social: It is proven that gang violence & gang membership reduction is a direct cause of well-engineered social programs that help the citizens of a neighborhood.

- List: programs for minority & lower income community members
- Non-Profits that can be used to help our community
- Legal aid
- Remove race identifiers from job, credit, housing, financial, city related, applications.
- Create & allow the use of mandatory post office box to be used for job, housing, financial, city related, applications
- Financial Aid
- Housing programs
- Drug rehabilitation facilities/options instead of criminalization
 - Safe turn in & get help policy

- Mental health therapy facilities/options instead of criminalization
- Who to turn to for help, advocates & those asking for help
- Educational/tutor after school support
- Meals for the disadvantaged i.e., food pantries
- Transportation system I.e., cost & availability
- Prorated Court Fines
- Community Service & Diversion

Voting Locations & Rules:

- Request: Legal documentation of voter system registration for Troy
- How districts & voting locations are decided
- Convicted Felon / Incarcerated Voter Education

Healthcare / Mental Health Practices

- Access for healthcare
- Safe Care Practices
- Medication Access
- Checks & Balances