



The City of New York
BRONX COMMUNITY BOARD #1

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Serving and Representing: Port Morris, Mott Haven and Melrose



VANESSA L. GIBSON
BOROUGH PRESIDENT

CLARISA M. ALAYETO
CHAIRPERSON

ANTHONY R. JORDAN
DISTRICT MANAGER

Ethics, Discipline & Conflict Resolution Committee Minutes

September 25th, 2024

Evelyn Alvarez, Committee Chairperson

Attendance: *Evelyn Alvarez, Dalourny Nemorin, Clarisa Alayeto*

DRAFT

Establishing Ground Rules and Committee Goals

- Committee Chair Evelyn Alvarez introduces herself as the chair of the ethics and conflict resolution committee and outlines the meeting's purpose.
- Committee Chair Evelyn Alvarez asks participants to introduce themselves, share their backgrounds, and state their goals for the committee.
- District Manager Anthony Jordan introduces himself as the district manager and expresses a desire for the committee to provide a space for resolving conflicts and open communication.
- Member Dalourny Nemorin shares her background as a committee chair and hopes to ensure compliance with the bylaws and address any gaps in understanding.
- Chairperson Clarisa Alayeto emphasizes the importance of transparency and fairness in the committee's work.

Defining Conflict and Conflict Resolution

- Committee Chair Evelyn Alvarez defines conflict as a struggle between parties due to perceived incompatible goals or interests.
- Conflict resolution is described as the process of peacefully settling disputes through negotiation, mediation, or collaboration.
- Committee Chair Evelyn Alvarez highlights the importance of creating a sense of fairness and ensuring that all parties feel heard and accountable.
- The committee discusses the need for skills to facilitate conflict resolution and the importance of maintaining privacy and dignity.

Community Conflicts and Personal Experiences

- Committee Chair Evelyn Alvarez asks participants to share examples of community conflicts they have experienced.
- Chairperson Clarisa Alayeto and Member Dalourny Nemorin discuss interpersonal conflicts within the board and broader community issues like gentrification and housing quality.
- Member Dalourny Nemorin highlights conflicts related to street vendors, commercial landlords, and sanitation issues.
- The conversation touches on the unique dynamics of police-community relationships in low-income areas.

Addressing Systemic Conflicts and Biases

- Committee Chair Evelyn Alvarez emphasizes the importance of recognizing and addressing systemic conflicts that create invisible tensions.
- Member Dalourny Nemorin shares a personal experience of racial profiling and the impact of police presence on community dynamics.
- The committee discusses the normalization of high police presence and its impact on community trust and safety.
- Committee Chair Evelyn Alvarez and Member Dalourny Nemorin highlight the need for training and awareness to address biases and improve conflict resolution skills.

Developing Community Norms and Standards

- Committee Chair Evelyn Alvarez outlines community norms for active listening, assuming positive intent, and maintaining confidentiality.
- The committee discusses the importance of speaking from experience and committing to growth and equity.
- Committee Chair Evelyn Alvarez emphasizes the need for a clear definition of conflict and conflict resolution to guide the committee's work.
- The committee agrees on the importance of creating a supportive environment for community members and board members alike.

Handling Specific Conflicts

- Committee Chair Evelyn Alvarez introduces a specific conflict, detailing the incident and its impact on parties involved.

- District Manager Anthony Jordan provides context, explaining that certain behavior made a Board Member feel disrespected and marginalized.
- The committee discusses the need for a formal complaint process and the importance of addressing long-standing conflicts.
- Member Dalourny Nemorin suggests creating a standard procedure for handling complaints and ensuring accountability.

Proposed Actions and Resolutions

- The committee proposes a letter of acknowledgment for Board Member, confirming receipt of her complaint and outlining next steps.
- Committee Chair Evelyn Alvarez suggests a meeting with parties affected to address the complaint and explore potential resolutions.
- Member Dalourny Nemorin emphasizes the need for a clear process and the importance of training and sensitivity awareness.
- The committee agrees on the need for a formal complaint form and a clear timeline for addressing grievances.

Addressing Board Member Absenteeism

- District Manager Anthony Jordan raises concerns about board members with poor attendance and the need for action.
- The committee discusses the importance of board members engaging with their community and attending meetings.
- Committee Chair Evelyn Alvarez suggests providing copies of the code of conduct and bylaws to new members and ensuring they understand their responsibilities.
- The committee agrees on the need for a clear process for removing board members who fail to meet attendance requirements.

Next Steps and Meeting Frequency

- The committee agrees to meet more frequently to establish standard procedures and address ongoing conflicts.
- Committee Chair Evelyn Alvarez suggests creating a hybrid meeting setup to accommodate virtual participation and ensure quorum.
- The committee plans to review the code of conduct and bylaws to ensure they align with their goals and responsibilities.
- The meeting concludes with a commitment to address conflicts and absenteeism in a fair and transparent manner.

Action Items

Send a letter of acknowledgment to Board Member, thanking her for her complaint and informing her of the committee's process for addressing conflicts.

Send a letter to affected Parties, informing him of the complaint and the committee's expectations going forward.

Provide a copy of the Code of Conduct to all board members and have them sign it.

Send a letter to Henry, informing him that his absence from committee meetings may result in removal from the board if it continues.

Reach out to Board members to discuss attendance and any extenuating circumstances.

Prepare a resolution for the full board to remove board members with excessive unexcused absences.