

Scituate Diversity, Equity, and Inclusion Committee (SDEIC)
Tuesday, August 16, 2022 6:30pm MINUTES
via Remote Participation due to COVID-19

Governor Baker's declaration of a public health emergency and the related Emergency Executive Order dated March 12, 2020 has been extended until March 31, 2023. This meeting will be recorded by Scituate Community Television and can be viewed live on Scituate Community Television Facebook Live. The recorded meeting will be available the following day on Comcast Channel 9 and YouTube Scituate Community Television.

<https://www.youtube.com/watch?v=mjVNtufM4FA>

Members

Non-voting Members:

Bob Clark
Maura Curran
Amanda O'Shea

Voting Members:

Elena Gulotta
Angela Ribeiro-Dray
Celia Richa
Thomas Secaur
Natasha Stewart
Kate Swope
Ruth Yasin

Members Absent:- Kate Swope, Natasha Stewart, Amanda OShea

AGENDA

1. Chairperson Secaur - Called the meeting to order, read the Scituate DEI Commitment Statement and the remote participation and viewing options.
Motion made to open the meeting by Chairperson Secaur at 6:31pm - seconded by Ms. Yasin.
Roll call vote - unanimous approval
 Elena Gulotta - yes
 Angela Ribeiro-Dray - yes
 Celia Richa - yes
 Thomas Secaur - yes
 Natasha Stewart - absent
 Kate Swope - absent
 Ruth Yasin - yes
2. Review and Acceptance of Minutes - 8/02/2022
Will postpone discussion and address these in the September meeting.
3. Liaison Reports and Community Announcements - SSB, SPS, STRIDE
 - a. Scituate Public Schools - Mr. Adams reported that SPS will continue working with the Town Library & STRIDE to present Lit and Community Conversations & Expression/Artistry nights. Now have a Metco Director, Darryl David, and a new Metco Coordinator - Markaveus Barnes. To kick off the beginning of the year, there will be a community assembly - This is Our House. This assembly affirms people being members of their school's community and will happen in each school - lots of student voices with everyone excited to participate!

- b. STRIDE - Will partner with Library and Mr. Adams to facilitate the Lit Conversations - more programming to come.
 - c. Scituate Select Board - Selectperson Curran mentioned that the SSB was working on the warrant for Special Town Meeting, authorized the repair of Minot Beach Stairs, and discussed water and drought issues with water restrictions. Special Town Meeting is Sept. 19 - the Water Treatment Plant and multiple CPC projects including picnic areas, Moby mats at the beaches, Historic Preservation plan, Cushing trail restoration, and design for a baseball field replacement south/east Central Field, ...
 - d. Freedom Team Scituate - Mr. Adams noted that the FT has met, and along with teams in neighboring towns are planning a network meeting with all the Freedom Teams to brainstorm. So far there haven't been any inquiries to the Scituate Freedom Team. Authorities are aware that white nationalist organizations have been posting stickers in some surrounding towns. Chairperson Secaur updated the committee that The South Shore Unity Council has included our committee's name on the open letter to communities which deals with these issues.
4. Public Comment - none
5. Review of In-Flight Opportunities and Projects
- a. Indigenous Peoples Day Scituate - Chairperson Secaur updated that though we were scheduled to discuss with SSB on Aug. 9, there was a conflict, and we needed to postpone our presentation to later in the Fall. He reviewed the slide show - already shared with the SSB (SDEIC IPD Select Board August 9 2022.pdf). Next steps are to re-engage students once school has begun and meet with the working group to plan out the presentation before talking to the SSB after the Special Town Meeting mid-September.
 - b. Hybrid Town Meetings - Chairperson Secaur, Ms. Richa, Ms. Gulotta, & Seth from SCTV are researching what it would take to establish hybrid town meetings. Scituate has purchased much of the IT equipment, so it would not be a huge budget hurdle. They are currently getting costs for town meetings and discussing how to enter or checkin, verify status, and vote. Also, would we need to recommend another person who is trained as a facilitator to assist the moderator? Seth noted that if someone is monitoring the online element, that person should have no association with the town. Logistics are the most important part - how to guarantee that each person is the registered voter. Seth spoke to people in Natick about electronic voting. They have an in-person town meeting, but they vote using clickers - assigned to that person by name. This may be a starting point about how to move forward. This procedure came from an auction which had to verify both in-person or people voting remotely. Cohasset passed their article at their town meeting through the Select Board

(Article 19) and are now in the process of figuring out how this process will happen. Seth explained that currently State Law does not allow hybrid meetings, so we would need to request for an exemption to be able to enact hybrid meetings. State Senator Patrick O'Connor is in support of hybrid meetings and was a signer of legislation proposed in the State. Ms. Yasin suggests that we touch base with Senator O'Connor about what is happening at the State level. We would also need to change the Town Charter to be able to go forward with hybrid town meetings.

- c. Selectperson Curran reported that all signage for accessible bathrooms in Town buildings have been done except for the one in the library. The library wants to put in a buzzer to let them know that someone has gone down that hallway, but that bathroom already has an appropriate sign. However, they will add a sign by the main bathrooms to direct people to the single-stall gender neutral bathrooms.
- d. Chairperson Secaur mentioned that people have brought up the concept of translation services for documents and emails that come from town and that we may wish to begin looking at this issue. Mr. Clark mentioned that we might want to consider resources that might help us. Ms. Dray noted that there were people in town who helped translate information into Portuguese at some point in time. There is technology, for example Google translate, which gets a translation started, but then will need a person to clean it up. Could multiple language versions of a standing document be housed on the Scituate website for people to pick the version that suited the language capabilities? There is a concern about both the cost and the quality of documents - with a massive quantity of town documentation, both concerns are important. Mr. Clark noted that we need to think about what is most critical. Ms. Richa asked if there was a budget that we could use for translating long standing documents? Also suggested was an HR consideration to consider proficiency in a second language (a language prevalent in your community) as a valued skill set when hiring, which would give us an in-house ability to translate documents. Chairperson Secaur mentioned the importance of translation, as an example, the recent letter from the Water Department sent to all residents noting specific issues with Scituate water, especially pertaining to use by infants. The letter is in English, but with advice that you should translate it or speak to someone who would understand it. There are 10 languages (not English) which are first languages in the SPS schools. Ms. Gulotta noted that this is a very relevant example of something potentially dangerous when translation is not available. Ms. Richa suggested that Public Health takes precedence and definitely should be of the highest priority. Are there lessons learned coming out of Covid that could help with pertinent public health info? Many organizations do this service for a fee. We should follow-up on this.

6. Other Business (that may properly come before the Committee after agenda is posted) - None noted
7. Administrative
 - Future Meeting Dates - September 13, October 11, November 15, December 13
 - Mr. Clark will ensure that the opening for a town employee on the SDEIC is posted.
8. Close Meeting and Adjourn -- Motion made to close the meeting at 7:29pm. Seconded by Ms Yasin.

Roll call vote - unanimous approval

Elena Gulotta - yes
Angela Ribeiro-Dray - yes
Celia Richa - yes
Thomas Secaur - yes
Natasha Stewart - absent
Kate Swope - absent
Ruth Yasin - yes

List of Documents:

- SDEIC IPD Select Board August 9 2022.pdf (Tom Secaur)

Respectfully submitted,
Ruth Yasin