

# Scituate Diversity, Equity, and Inclusion Committee (SDEIC)

Previously known as: Advisory Committee on Equity and Justice for All

Tuesday, June 1, 2021

MINUTES

## via Remote Participation due to COVID-19

In response to Governor Baker's declaration of a public health emergency and the related Emergency Executive Order dated March 12, 2020, Town of Scituate public meetings shall meet remotely until further notice. 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=OeE04ArkUdQ>

### **Members Present:**

#### Non-voting Members:

Bob Clark  
Maura Curran

#### Voting Members:

Angela Riberio-Dray  
Celia Richa  
Ewuniki (Nikki) Sanders  
Thomas Secaur  
Natasha Stewart  
Kate Swope  
Ruth Yasin

Absent: Amanda O'Shea

### **AGENDA**

1. Call the meeting to order, read the remote participation and viewing options & Tribal Acknowledgement

Madame Chair Sanders called the meeting to order at 6:30 pm and read Governor Baker's declaration about remote meetings along with viewing information (posted above).

Motion made to open the meeting by Ms. Yasin. Seconded by Vice Chair Secaur.

Roll call vote - unanimous acceptance - 7/0

Angela Riberio-Dray - yes  
Celia Richa - yes  
Ewuniki (Nikki) Sanders - yes  
Thomas Secaur - yes  
Natasha Stewart - yes  
Kate Swope - yes  
Ruth Yasin - yes

2. Safe Space and Norms

- This is a safe space for people of color and for all underrepresented people and communities. Any comments that are inappropriate or have an animus in racism or bias will not be allowed. Will turn off sound if your comments are offensive to the meeting.
- This is a safe space where people can bring up challenges and questions without fear of repercussion or hostility
- Take the learning, but leave the story, so that people feel comfortable

sharing their experiences

- Assume best intentions. All participants are embarking on this journey at different starting points
- Listen/read and be kind
- Use respectful language - ask when you are unsure.
- Administrators may remove anyone with inappropriate content or acting inappropriately

3. Acceptance of Minutes of 05/18/2021 (date corrected from original agenda)

Motion made to accept the minutes by Ms.Swope. Seconded by Ms. Richa.

Roll call vote - unanimous acceptance - 7/0

Angela Riberio-Dray - yes

Celia Richa - yes

Ewuniki (Nikki) Sanders - yes

Thomas Secaur - yes

Natasha Stewart - yes

Kate Swope - yes

Ruth Yasin - yes

4. Public Comment

- a. Madame Chair noted that there is Racial Equity Seminar Training hosted by MA Municipal Association offered to us - Link has been sent to all SDEIC Committee Members.
- b. Ms. Crawford - Director of SPS Metco - showed a video about the Metco program. Metco has been in Scituate since 1968. Metco Students in Scituate - 30 in elementary, 20 in SHS, and 16 in Gates Middle School. Two SHS students shared their experiences with the Metco program - one was a student from Boston and one a student of color who lives in Scituate.

5. Old business

● Liaison Reports

Madame Chair Sanders reported that the Scituate PRIDE celebration begins on Friday, June 4 with a performance by *Toast* at the Bandstand in the Harbor and a moment of silence to memorialize those who've lost their lives from AIDs and LGBTQ violence. Visit [ScituatePRIDE.com](http://ScituatePRIDE.com) for other upcoming activities including a walk on June 26.

Ms. Yasin noted that Scituate Stride will not have meetings over the summer. See upcoming events on [ScituateStride.org](http://ScituateStride.org). They will publicize other organizations' events on their website and Facebook - just contact them.

Select Person Curran reported that the Scituate Select Board has

reorganized, with Karen Connelly as Chairperson, Karen Canfield is Vice Chair, and Andrew Goodrich is Clerk. The Zoning Board of Appeals, which is a board whose positions are appointed by the SSB, will have 3 vacancies, so applicants are needed - especially those with legal or realty experience. Also the SSB will re-interview for the town employee position for SDEIC, and a reminder to remove Ms. Silveira's name from the committee email notifications.

Ms. Richa noted that The [Scituate Master Plan](#) (link attached is currently the Draft form as it is being updated) - has information about the town including sections about zoning, housing and how this data may affect our diversity. Selectperson Curran noted that this would be good to review when talking with the Planning Committee. She also suggested reviewing the [Housing Production Plan](#) for information on affordable housing. (Addendum - another interesting document: [Scituate Harbor Master Plan](#).)

Vice Chair Secaur has spoken to Jamele Adams about the concept of the Freedom Team, and Mr. Adams plans to move forward to develop this in Scituate. SDEIC members would like more information and hope to have this on our calendar in upcoming meetings.

- Update on the Working Groups

Ms. Richa - DPW Working Group- has met and established 4 buckets of discussion: employee relationships and training, equitable service, procurement, and hiring/retention/advancement. Have formulated initial questions but are still working on them.

Vice Chair Secaur - Working Group with The Board of Health/Social Services/FACTS, have met and are still developing the approach they wish to take, but plan to meet again to finalize their approach for the discussion with the department.

Ms. Yasin - Scituate Police Department Working Group - buckets for discussion include: hiring, equity, and community outreach. Have moved questions on procedures and policies to another time, because these, though important, are not as conducive to a discussion format. It is important that we understand these policies and procedures because they are often involved in the issues that are impacting the behavior of police in our society today. We are working on finalizing questions.

Mr. Clark, Ms. Curran, & Ms. Dray noted that they was comfortable with the small groups finishing up their questions and then setting up the meetings with the various departments without needing further input from the committee. Madame Chair Sanders encouraged posting final questions on Slack and getting dates coordinated for

meetings with the departments.

Madame Chair - Incidents Based in Hate and Youth Working Groups - Has been working with some projects in the high school about diversity and racism. There are interested people, and goal is to get some people signed up before the end of June.

- Discussion on Next Steps for Evaluation of Initial Departments
- Update on HUC Survey with guest speaker Conor Doherty - Postponed until we get further digested information from HUC

#### 6. Administrative

Madame Chair Sanders noted that we will review what we'd like to report or recommend to the SSB in our next meetings. Committee members should think about ideas they would like to follow up to develop recommendations and that includes reviewing the Proposed Project Plans and the previous comments by Karen Canfield. Select Person Curran mentioned that we don't need to make recommendations every quarter - a succinct update or noting what we have been doing would be much appreciated. The SSB meetings in July will be 7/6 & 7/20 and she suggested that the committee might choose to report at one of those meetings.

Mr. Clark clarified that after 6/15 we may need to meet in-person because that is when the governor's emergency declaration allowing remote meetings will expire. He clarified that a committee person could still have remote access to a meeting, but a quorum would have to be present in the in-person meeting. There is pending legislation to extend remote access until Sept. 1, but it has not been passed at this time. Madame Chair Sanders will look into that. We may not be able to film or record this meeting, but this also will need to be clarified. Ms. Yasin will communicate with Ms. Devin about spaces available for us to meet if it is required. In order to have FB Live, we would need to conduct a Zoom meeting.

#### 7. New Business

Ms. Yasin asked Ms. Curran about what it would take for the Scituate to support the celebration of Indigenous Peoples Day in lieu of Columbus Day. Other towns and states have already taken this step, and there is proposed legislation within MA in both the House and Senate to recognize Indigenous Peoples Day. SPS has voted to put Indigenous Peoples Day on their calendar, but what does it take to get The Town of Scituate's support of this calendar change? Ms. Curran will inquire into this.

Madame Chair Sanders noted that the Charter often affects important issues,

and that the Charter Review is ongoing. The updated format will be voted in the next Annual Town Meeting in the Spring.

8. Other Business (that may properly come before the Committee after agenda is posted)

Select Person Curran brought up a Point of Order - Public Comment is for someone to share a thought or question. A presentation during that time does not allow the audience to know in advance what is going to happen. Speakers or presentations should be on the agenda.

9. Future Agenda Items

State Representative Joan Meschino will be attending our meeting on June 15.

10. Future Meeting Dates - 6/15, 6/29\*, 7/13\*, 8/17

11. Motion to adjourn the meeting made by Rev. Stewart. Seconded by Ms. Richa. Meeting adjourned at 8:53 pm.

Roll call vote - Unanimous approval 7-0.

Angela Riberio-Dray - yes

Celia Richa - yes

Ewuniki (Nikki) Sanders - yes

Thomas Secaur - yes

Natasha Stewart - yes

Kate Swope - yes

Ruth Yasin - yes

Respectfully submitted,

Ruth Yasin