

Scituate Diversity, Equity, and Inclusion Committee (SDEIC)

Tuesday, July 7, 2021 - 6:30pm Amended 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 April 22, 2022. 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.facebook.com/scituatestv/videos/356444599336831>

Members Present:

Non-voting Members:

Bob Clark
Maura Curran

Voting Members:

Angela Ribeiro-Dray
Celia Richa
Jim Six Tiger (new member)
Natasha Stewart
Kate Swope
Ruth Yasin

Absent: Thomas Secaur, Amanda O'Shea

Amendments:

Corrected Date on top of page
Spelling of the Middle name for Angela Ribeiro Dray
Corrected the information on Mr. Monteiro's video

AGENDA

1. Vice-Chairperson Angela Dray - Call the meeting to order, read the remote participation and viewing options

Motion made to open the meeting at 6:31 pm by Vice Chairperson Dray .

Seconded by Ms. Yasin.

Roll call vote - unanimous approval - 6/0 -1 (absent)

Angela Ribeiro-Dray - yes

Celia Richa - yes

Thomas Secaur - abs

Jim Six Tiger - 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. Update on Committee Membership

- Jim Six Tiger was welcomed as the new Town Employee member. He introduced himself as a Firefighter in Scituate (4 years) with a background as a Paramedic and EMT. Before that, he was in hotel management and security, and he has a background in martial arts and athletic studies.
- There is still an open position for a community member. The SSB will be reviewing the applicants.

4. Acceptance of Minutes of 6/29/2021 - postponed until next meeting

5. Public Comment - none

6. Liaison Reports

- SPS liaison - Mr. Adams - no new news on schools. Mr. Adams plans to meet with Police Chief Thompson and Town Administrator Boudreau to discuss further about Freedom Teams. Mr. Adams is also working with Medfield and Cohasset to set up other Freedom Teams.
- Selectboard - Selectperson Curran - was contacted by the Town of Sudbury to discuss what we are doing for DEI because they are setting up a DEI committee. From this discussion Selectperson Curran learned about training on DEI initiatives from a national group which might be appropriate for Scituate - she will review with Mr. Clark and let us know.
- STRIDE - Ms. Yasin - noted that STRIDE does not have meetings over the summer, but published a reading list about DEI issues. The Scituate Town Library also has great reading lists - find STRIDE at: ScituateStride.org and ScituateStride on FB.
- Others, as appropriate - Chairperson Dray- First Friday in August, 8/6, is the rescheduled rain date for the band musical celebration for Cape

Verdean Independence. July 8 was the poetry reading at the library from a Cape Verdean immigrant, Carla Veiga, as well as her daughters who are artists who also shared their art. The video will be posted on SCTV. Ms. Dray mentioned that she saw a previous Scituate teacher, Mr. Monteiro, a person with a wealth of knowledge about Cape Verde. He noted that Scituate was one of the first bilingual programs in schools in MA. Now there is more pride in speaking and knowing a person's native language, but in the past this was not as accepted. *There is a YouTube video of the presentation that Mr. Monteiro gave called: Scituate GAR Hall Cape Verdean Experience Presentation.*

7. Representative Joan Meschino - Vice Chair Dray welcomed Rep. Joan Meschino - State Representative for Hingham, Hull, Cohasset, and North Scituate. (taken out of order)

- Rep. Meschino shared a slideshow about DEI in Massachusetts and offered to help support DEI initiatives in Scituate. The legislature is pursuing a DEI agenda - The Joint Committee on Racial Equity, Civil Rights and Inclusion had a hearing on June 14. There will be a follow-up live meeting on July 19 at 10:30am for discussion of proposed topics that people want included in the legislative agenda - topics have included disaggregation of data collection, reparations for slavery, mass incarceration,.... A note: on MALegislature.gov you can create an account so you can see when there is a hearing, follow committees, as well as track specific bills and legislation. Rep. Meschino has also sent an email with links so that committee members can link into the committee process (Emails forwarded to SDEIC members by R. Yasin after this meeting). Also, the Legislature just passed the House Rules - how they operate - and added new protocols for equity, training, and staff professional development.
- The state budget that has just been passed invests in people and services. Also there is going to be a once in a generational transfer of money that will flow into local communities - need to think about how that money gets spent - want to think transformatively. Stay engaged with your political representatives, local and state. Much will go to projects, but how we do that matters - don't just invest in old systems, but think about how we invest that money - is it going to minority and women owned businesses?
- Proposed Indigenous Peoples Day - There is a proposed act by Rep. Lewis in the Legislature and Senate which proposes that on the second Monday of October the Governor would issue an annual proclamation

setting it apart as Indigenous People's Day to recommend appropriate exercises and activities and to acknowledge the history of genocide and discrimination against Indigenous Peoples and to promote their culture. It has been filed and is in committee pending a hearing.

- Priorities for Rep. Meschino - The district is her primary lens - looks to see what is happening on the local level to help her develop her priorities. She has been involved in small group discussions about racial equity and inclusion with the local Unity Councils. She has passed a bill on Climate Change that included an equity lens built into the legislation. Has also filed a series of bills including an Access to Justice Bill - a disparate impact bill. It deals with the unintended impacts of legislation which does not require intent, but is in effect if a governmental action ends up with a disparate impact on a protected class of people. Another bill is a campaign finance bill, Campaign Funds for Child Care, which allows candidates to use campaign funds to pay for childcare during their campaign. Has also filed a suite of bills around foster care - to promote the well-being of the child. These bills all change the role of DCFS, court, and detention systems which disproportionately impact children of color. Also filed an update to school discipline laws to better protect vulnerable students.
- Wanted to remind people to contact her or her office if they want to ask her for help - 617-722-2320, or joan.meschino@mahouse.gov.
- Ms. Yasin asked for guidance on how to go forward with local initiatives on Indigenous Peoples Day. Rep. Meschino suggested speaking with our representative to the SSB, and to collaboratively put together a proposal for a non-binding resolution or remembrance to see what was appropriate about how to honor Indigenous People. Selectperson Curran noted that she had already talked to TA Boudreau and that any action on Indigenous Peoples Day would have to go in front of an Annual Town Meeting. Rep. Meschino noted that Columbus Day is a Federal Holiday, but that how we choose to celebrate the date can reflect our views and beliefs. The State isn't proposing another day off, but just to layer the remembrance on top. Mr. Adams mentioned that the schools have designated that the holiday is Indigenous Peoples Day, and more will be planned for events around it. Rev. Stewart wondered if this was the beginning of a nationwide movement to replace Columbus Day with Indigenous Peoples Day. Rep. Meschino noted that interest at the local level often ends up with national responses, so she will look into what might be happening nationally. She also noted that when discussion comes up at the State level, SDEIC members or other community members can also testify when there are

hearings about the Indigenous Peoples bill. Either her office could write up a statement, or SDEIC could develop a statement that would then be read at the State committee hearing - these ideas could even be developed by individuals if the SDEIC does not come to agreement. Could put this on a future agenda item for SDEIC to follow up this discussion.

- Ms. Swope asked if the Access to Justice Bill could also be applied to medical insurance regulations. Rep. Meschino wasn't sure about this since most insurance has a private-pay aspect, but suggested that this could be an ongoing discussion with her at a later date.
- Ms. Richa asked about the State's FY 22 budget - are there any upcoming funds to help us tap into the budget for DEI? Rep. Meschino responded that she hasn't seen anything new yet, but the Unity councils had asked the same thing. Rep. Meschino, along with Senator O'Connor and Rep. Kearney, will be informing their constituents about the high-level parts of the budget, and she will keep in mind that we also have these questions. There is money available for arts and cultural initiatives - also will be funds coming through the schools. So, though not specifically for DEI, could direct these funds to promote DEI. Rep. Meschino sends information on these initiatives to the TA and SSB chairperson, but appreciates knowing that we have this interest.
- Mr. Adams mentioned that there was an opinion article submitted by DEI Directors throughout the State about the pushback that some school systems are seeing when they include DEI information as part of their curriculum. Rep. Meschino noted that there was a U.S. Federal Reserve presentation on Race and the Economy that also deals with issues that are topical today - and how issues like mass incarceration could be avoided by interventions on the front end - that DEI issues impact the economy. It also discussed how the police are being asked to do the job of mental health professionals having to deal with addiction, homelessness, ...

8. Update from Working Groups (taken out of order)

- Scituate Police Department Work Group - Ms. Yasin noted that they have scheduled an August 20th meeting with Chief Thompson.
- Department of Public Works - Ms. Richa offered thanks to Mr. Clark who helped set up a meeting with Kevin Cafferty and the chief engineer meeting on July 29.
- BOH/FACTS/Social Service - Rev. Stewart reported that they had met and had substantive discussion with these committees, and to move the discussion forward will schedule another meeting.

- Vice Chair Dray & Ms. Richa will develop safespace norms and a code of conduct - will present a draft to the SDEIC and then plan to present to the SSB.
9. Brief review of Project Plan and Opportunities Workbook (DEI Project Plan 07 06 21.xls) - we will discuss in detail next meeting - please review to see what you would want to add in or delete.
10. Other Business (that may properly come before the Committee after agenda is posted)
- Mr. Adams mentioned that there were interesting articles in the Boston Globe on July 5 - one on DEI Directors facing opposition to DEI work in schools, and another about Trump voters being left out of the conversations on DEI. Ms. Richa mentioned articles on parents groups who are contesting more accurate and in-depth teaching about race in schools.
11. Administrative
- Suggested inviting Rep. Patrick Kearney and Senator O'Connor for upcoming meetings.
 - Future Meeting Dates - 8/17, 9/14, 10/12, 11/9, 12/14
 - Mr. Adams and Rev. Stewart will not be able to attend the next meeting in August.
12. Close Meeting and Adjourn
- Motion made to adjourn the meeting at 8:03pm by Vice Chair Dray. Seconded by Ms. Swope.
- Roll call vote - unanimous approval - 6/0 (1 absent)
- Angela Ribeiro-Dray - yes
- Celia Richa - yes
- Thomas Secaur - abs
- Jim Six Tiger - yes
- Natasha Stewart - yes
- Kate Swope - yes
- Ruth Yasin - yes

List of Documents:

- DEI Project Plan 07 06 21.xls - Tom Secaur
- Scituate DEI Presentation 07-13-21- Powerpoint - Rep Meschino
- Email from Rep. Meschino: Re: FW: MEETING NOTICE - Special Commission Relative to the Seal & Motto of the Commonwealth, July 19th at 11AM
- Email from Rep. Meschino: Fwd: RE: HEARING NOTICE- Committee on Racial Equity, Civil Rights, & Inclusion

Respectfully submitted,
Ruth Yasin

****Public comments will be limited to one (3) minute per individual. "Public Comment" time will be limited to 10 minutes total. Any time beyond that will be at the discretion of the Chair so the Scituate Diversity Equity and Inclusion Committee can proceed with items on the agenda. The committee will take items under advisement and items raised may, at the discretion of the Chairperson, be added to a future agenda. At the Chairperson's discretion, public comment may be allowed on today's agenda items when they occur during the meeting. If no public is present at the public comment section, this section may be concluded early.**