

Scituate Diversity, Equity, and Inclusion Committee (SDEIC)

Tuesday, August 17, 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.youtube.com/watch?v=-gquBPp-qvg&t=38s>

Members Present:

Non-voting Members:

Bob Clark
Maura Curran

Voting Members:

Angela Ribeiro-Dray
Celia Richa
Jim Six Tiger
Thomas Secaur
Kate Swope
Ruth Yasin

Absent: Natasha Stewart, Amanda O'Shea

**Minutes Amended to correct nomenclature for Women and Minority Business Enterprises (W/MBE's) - see in italics below*

AGENDA

1. Chairperson Tom Secaur - Call the meeting to order and read the remote participation and viewing options.
Motion made to open the meeting by Chairperson Secaur at 6:30pm. Seconded by Vice Chair Dray.
Roll call vote - unanimous approval - 6-0 (1 abs)
Angela Ribeiro-Dray - yes
Celia Richa - yes
Thomas Secaur - yes
Jim Six Tiger - yes
Natasha Stewart - abs
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 - Selectperson Curran noted that the SSB are interviewing applicants and will continue to interview. No decisions have been made before interviewing all interested parties.
4. Acceptance of Minutes - 6/29/2021 and 7/13/2021
 The 6/29/21 Minutes were moved to accept as written by Chairperson Secaur, and seconded by Ms. Swope.
 Roll call vote - unanimous approval - 6-0 (1 abs)
 Angela Ribeiro-Dray - yes
 Celia Richa - yes
 Thomas Secaur - yes
 Jim Six Tiger - yes
 Natasha Stewart - abs
 Kate Swope - yes
 Ruth Yasin - yes
- The 7/13/2021 Minutes were amended to correct a spelling error, information about a video by Mr. Monteiro, and correct the date on the top of the document. Ms. Richa moved to accept the 7/13/2021 Minutes as Amended, and Chairperson Secaur seconded the motion.
 Roll call vote - unanimous approval - 6-0 (1 absent)
 Angela Ribeiro-Dray - yes
 Celia Richa - yes
 Thomas Secaur - yes
 Jim Six Tiger - yes
 Natasha Stewart - abs
 Kate Swope - yes
 Ruth Yasin - yes
5. Public Comment - none
6. Liaison Reports
- Scituate Select Board - Maura Curran - The SSB interviewing for multiple committees. There were updates about water resources and conservation. The Coast Guard Station in Scituate may be closed and personnel moved to Hull - the only other Coast Guard station is south of the canal. Urged people to express their opinion on the town website and on the Federal Register. Construction is ongoing at the driftway with a gas/sandwich shop/store. A School Board Member has resigned and the Select Board will interview for a person to complete this term. This joint meeting with the School Committee and Select Board will be streaming live from the Senior Center at 6:30 pm, Sept. 8 & 9. Ms. Richa asked that

questions regarding diversity and equity are included in the interview process.

- STRIDE - on Facebook and with website - Scituate Stride.org is currently planning meetings for the Fall. Continue to watch their website about updates and information and activities.
- Selectperson Curran will reach out to School Committee Chairperson Mike Long about who would be our liaison to replace Michael Hayes who has resigned from the School Committee

7. Updates from Working Groups:

- Police - will meet with SPD chief in September. Also would like his views about the concept of the Freedom Team, as proposed by Jamele Adams.
- DPW - have met with Kevin Cafferty and one of his head engineers. We noted that DPW employees are very visible throughout the town and discussed the training they receive about dealing with community members - and now all DPW employees have a uniform shirt to help identify themselves to town residents. In order to ensure that all parts of town are being treated equitably there is a structured and ordered system to update roads, water lines, and pedestrian improvements. For example there is a ranking system to repave roads based on usage. The DPW has prioritized accessibility for sidewalk upgrades. Would like these priorities to be publicized more so that town members are more aware of the efforts for equity within the DPW. Also the DPW is hiring for multiple positions, but it is hard to find applicants. Some of these are middle skill jobs that have the ability for upward mobility. Some of the challenges the DPW faces: comparable pay, location, helping people feel valued in these positions, difficulty in recruiting women and people of color, facilities are not up to par and do not have the funding to upgrade them - and this includes the lack of handicapped accessibility. For procurement, Scituate follows state guidelines which require taking the lowest bid, but we discussed outreach so that *Women and Minority Business Enterprises* (WMBs) learn about the opportunities in Scituate. The DPW will look into Supplier Diversity training. Encourage them to outreach to more diverse suppliers, but it is challenging with the staff that the DPW has. Ms. Curran is interested in the process and would like to know more about procurement. Ms. Richa noted that she has resources she can provide about W/MBE'ss.
- FACTS, BOH, Social Services - need to follow-up on discussing next steps.

8. Review of Project Plan and Opportunities Workbook

- Chairperson Secaur has updated the Project Plan worksheet (SDEI Project Plan 08 16 21.xls). Chairperson Secaur reviewed the Opportunities page which are suggestions for projects suggested for SDEIC review. Comments were made about how to address some of these projects going forward, and that more of these ideas might become clearer when the Working Groups start interviews with other departments. It was suggested

that Scituate Recreation, Library, and Cultural Affairs Council are the focus of next discussions, both for the ideas they can address about diverse cultures, but also due to grants that may be available to help support diversity initiatives.

- Ms. Yasin mentioned that project #6 should be moved from Opportunities to the In Flight tab - Chairperson Secaur agreed. Ms. Yasin will follow up to present more information about Indigenous Peoples Day to see what we could recommend to the SSB.
- Mr. Clark would like to include SDEIC review for select policies in the HR office concerning DEI efforts - will bring his suggestions back to the group.
- Ms. Curran suggested that we focus on the current work around Town policies and procedures before addressing too many of the suggestions in the Opportunities tab.
- Ms. Dray noted that many of the Opportunity suggestions are already in progress by various groups in town, and that there has been gratifying support for diversity initiatives, for example the Library and business community's support of Cape Verdean Independence Day.
- Chairperson Secaur then pivoted to the In Flight Projects. Selectperson Curran asked that the gender neutral bathrooms topic be put on our next agenda - Select Person Curran, Mr. Clark & Ms. Swope will confer and report.
- Ms. Dray is finding out more information about the Sister Cities Programs to help develop a Cabo (preferred reference rather than Cape)Verde Sister City for Scituate. Select person Curran suggested that Ms. Dray contact Brenda O'Connor and Pat Jacquart for information about how to proceed. Ms. Dray noted that there is interest within the Cabo Verde community.
- Chairperson Secaur explained that he has seen racist/sexual graffiti on a school outer building. Would like to speak about options to put security cameras at positions that might be targets. Ms. Curran noted that this should be discussed with the interviews with the Police Dept.
- Update on Safe Space norms - Ms. Richa has begun a draft and after it is reviewed, she & Ms. Dray will report back by next meeting
- Update on the recommendations from the MA Commission of LGBTQ Youth document - Ms. Swope has forwarded it to Mr. Adams, and will do further review to have an update for the next meeting.

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

- Ms. Richa noted that the 2020 Census has been released and will send a link to SDEIC members to note changes in Scituate.
- Mr. Six Tiger asked about the Town Seal, a topic that has been raised by multiple community members. It was added to the Opportunities tab. Mr. Six Tiger noted that it would be appropriate to honor the Natives that were originally here by contacting the descendents of those Natives to ask for their views on how to update the Seal.

10. Administrative

- Future Meeting Dates - 9/14, 10/12, 11/9, 12/14

11. Close Meeting and Adjourn

Motion made to adjourn the meeting at 7:44 pm by Mr. Six Tiger, seconded by Ms. Swope.

Roll call vote - unanimous approval - 5-0 (2 absent)

Angela Ribeiro-Dray - yes

Celia Richa - yes

Thomas Secaur - yes

Jim Six Tiger - yes

Natasha Stewart - abs

Kate Swope - yes

Ruth Yasin - abs

List of Documents:

- SDEI Project Plan 08 16 21.xls - Tom Secaur

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.