

Scituate Diversity, Equity, and Inclusion Committee (SDEIC)

Tuesday, September 14, 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=YxFAeWmeh5g>

Members

Non-voting Members:

Bob Clark
Maura Curran
Amanda O'Shea

Voting Members:

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

Members Absent: Maura Curran, Amanda O'Shea
Member in late: Natasha Stewart (6:43pm entered)

Draft Minutes Amended to correct Mr. Kelly's name in 7a.

AGENDA

1. Chairperson Tom Secaur - Called the meeting to order and read the remote participation and viewing options.

Motion made to open the meeting by Chairperson Secaur at 6:30 pm. 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

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 - 8/17/2021

- Amendments from Celia: “ but we discussed outreach so that **Women and Minority Owned-Business es- Enterprises (W/MBEs)** 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/MBEs.**”
- Chairperson Secaur moved to accept the minutes as amended - seconded by Ms. Richa.
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

4. Public Comment - none

5. Liaison Reports

- Scituate Public Schools - Jamele Adams -
 - Strong start to the school year. There are assemblies of “This is Our House” which will happen throughout the district’s schools over the next couple of weeks. These assemblies affirm our connections to each other and accent our basis of LIT - love, inclusion, and trust. The assemblies highlight student voices and art - showing that the students are energetic & involved.
 - Next week Jamele will begin his schedule to regularly be at each school once a week to get to know students better and begin mentoring programs.
 - Affirmation cards for faculty & staff will be given out. Each person will receive 11 cards with positive phrases, eg “kindness is smiles.” Can give a card to a colleague or student, and that person can hold onto it as long as wished, and then pass it on to another deserving person.
 - Freedom Team - Mr. Adams has met with Chief Thompson and Town Administrator (TA) Boudreau. Chief Thompson will reach out to a clergy person to represent that piece. The TA will reach out to a lawyer. There are 2 students from the High School and a parent who seems interested, so there will be enough people to be able to begin. He noted that if any members of the SDEIC would like to join, they are welcome.
 - Chairperson Secaur asked about curriculum development because there have been concerns about CRT throughout the country. Jamele responded that he does not deal with curriculum, but does make sure that

the district is meeting the DESE requirements which have requirements for Inclusion. His focus is the culture of the schools.

- LIT line - A phone number people can call and receive a message of love, truth. or trust - a new message every week. Open to groups or people who might want to submit a message. A LIT podcast will follow.
- Ms. Yasin noted that the School Committee and Select Board will have the final discussion and vote for the replacement SC committee member on 9/15. Chairperson Secaur noted that there were strong candidates and appreciated that there were questions about DEI in the interview process.

6:43 Natasha Stewart entered

- STRIDE - Ms. Yasin reported that the ScituateStride.org summer learning list is still posted - great resources not just about inequities and injustices, but also books of joy, wonder and achievement from historically marginalized communities. The calendar also has information about upcoming events in Scituate and surrounding communities. If your group has an upcoming event, you are encouraged to submit a posting. STRIDE will start meeting again soon.
- Still ongoing interviews in the Scituate Select Board for the SDEIC open position.

6. Update from Working Groups -

- a. SPD Working Group - Chief Thompson & Lt. O'Shea along with Mr. Clark, Ms. Dray and Ms. Yasin met on 9/9 in the Public Safety Building. Chief Thompson and Lt. O'Shea had prepared for the meeting by providing written answers and back-up documentation for the questions we had submitted to them. It became clear from the discussions that most SPD policies and procedures are determined by MA State guidelines, not at a local level. In order to be on top of the state mandates, SPD is working toward Accreditation with the state which drives a lot of their training and review of work processes. Chief Thompson noted that the SPD has been training officers and supervisors on implicit bias and systemic racism for years. The JEAL Police Reform Act enacted by the MA State legislature, while striving for justice, equity and accountability, may have the unintended effect of decreasing the ability of the SPD to hire officers through a system of hiring part-time officers over the summer who could then become a pool of officers for full-time work. This barrier to hiring outside of the Civil Service list decreases SPD's ability to hire minority applicants. Another topic that echoed the comments from the BoH Working Group was that the SPD works hand-in-hand with the Social Worker, Annmarie Galvin of FACTS, and other community and local social service organizations, and that using a variety of problem solving options is a major part of what policing looks like today. They could use more access to Social Workers to support people in crisis. It was clarified that there is a Civil Rights officer and Nick Sherry is the new school resource officer. Supervisors, as well as the Civil Rights officer are trained in handling issues such as identifying and dealing with hate-crimes, and there is grant funding and other training to address substance abuse

issues. Mr. Adams mentioned that he had heard that SPD was also interested in having someone trained in restorative justice. Mr. Clark noted that for community engagement that programs that the SPD has had including their SPaN program, a way of connecting neighborhood groups with a designated officer, were ways to reach out and could be expanded to include community youth members. It was noted that the SPD would like to have suggestions on how to have a greater community outreach. The use of social media is a great way to connect with people and it was suggested that people like the SPD Facebook page - they are posting messages to the community regularly.

- b. Ms. Swope recommended "National Night Out" - a national initiative that happens in August each year - a proactive opportunity to schedule activities for positive interactions between community members and police officers.
- c. Another suggestion Ms. Swope made is to institute a specific Community Officer who receives extra training and becomes the point person for social service. The Community Officer also works with social services in other towns to help widen social service bandwidth. Use Community Officers to brainstorm a problem within the community in a proactive way, rather than merely after someone decompensates, and to have more bandwidth for community outreach. Not sure if SPD has a person who does this - if so, would like for community members to know who to contact. Kate will reach out to other PD's to see if she can get us in touch with Hanover's Community Officer to get more information about that position - Ruth will check with Lt. O'Shea to see if we have a Community Officer.

7. Review of Project Plan and Opportunities Workbook (09-14-21)

- a. Gender Neutral Bathrooms - Mr. Clark, Mr. Kelly- head of facilities, and Ms. Swope met to discuss single person gender neutral bathrooms. Ms. Swope reported that of the 17 Town buildings, 12 have single bathrooms and all that is necessary is signage to make them identifiable as gender neutral bathrooms. May also need signage to direct people to a gender neutral option for sites that are out of the way, or for example in the library, they would also need to get a key because that bathroom is locked. There are also 2 locations where they are looking for cost estimates to convert bathrooms into gender neutral options - the Harbor Master's building (has a non-used shower room that has plumbing and could be converted to a single-stall bathroom), and the Harbor Community Building (has a currently non-operational single-stall bathroom off the main room that could be repaired) . There are 3 locations where they do not yet have a plan - Scit Maritime center - with multi-stall bathrooms and no place to put a single stall; Fire Station at Humarock - under construction and Selectperson Curran will check the proposed configuration; Widow's Walk Golf Course is under construction - with two multi-stall bathrooms in the plan. Ms. Swope shared proposed signs with a suggestion that the signage focus on function rather than who is in the room, and another

benefit is that a picture of a toilet also helps people who can not read or who do not read English. Another option is a sign that notes that it is a Women's or Men's room along with a note that persons should use the bathroom that best aligns with the person's gender identity. Also looking into how many of these bathrooms are, or can be made, ADA compliant. Will also develop documentation about why we should have gender neutral bathrooms. It is important to realize that there may be resistance, so it is more effective to use evidence-based research to bolster our recommendation. We might also want to make this information available to organizations like the Chamber of Commerce to encourage private businesses to also consider instituting gender neutral bathrooms. Mr. Cafferty will get cost estimates on signage after signs are chosen, and costs to make the two currently out-of-commission facilities functional. Not sure if all men's rooms also have stalls, which could be a concern for individuals who are choosing a bathroom based on gender identity. Will also look at baby changing stations in the gender neutral and mens bathrooms too, but may be limited by space limitations. Perhaps some of the gender neutral bathrooms could have signage that they are Family Bathrooms. Suggest that we also give SSB talking points as liaisons for the town in case there is pushback against the concept of gender neutral bathrooms.

- b. Sister City program between Scituate and Cabo Verde - Ms. Dray has been in touch with other Sister City organizers about this concept. They will be meeting together to discuss how the other Sister Cities programs work.
- c. Installing Security Cameras - Chairperson Secaur does not have an update on security camera installation to decrease the incidence of racist graffiti, but will discuss further with Lt. O'Shea. Ms. Yasin suggested that we would also need to talk to Scituate Schools since the location mentioned was on SPS property. Other public places might also be included, so Rev. Stewart noted that the SPD was an important part of the discussion.

Ms. Richa left 7:46pm

- d. Safe Space Norms - Ms. Dray noted that we will not share a draft yet, but would like to review the Safe Space Norms for SDEIC. We will work on ours first, and then make recommendations for the SSB.
- e. MA Commission on LGBTQIA Youth document - Ms. Swope will review for recommendations, but feels that it may be a lower priority item.
- f. SPD - Already dealt with earlier in the meeting. Ms. Yasin will write up the notes from the meeting, and we can then generate recommendations. Mr. Clark will email Chairperson Secaur the documents provided by SPD for the working group meeting..
- g. DPW - The DPW has just responded to the meeting notes sent to them. The DPW Working Group will submit notes and recommendations to the SDEIC before the next meeting.

- h. FACTS/BOH/Social Services - Chairperson Secaur will schedule a follow up meeting for this working group.
 - i. Diversity Cultural Center - if deemed a priority, then the interested person would want to hook up with Selectperson Andrew Goodrich
 - j. Equity Task force - Jamele updated us earlier in the meeting
 - k. Policy and Procedures - Mr. Clark has no further update at this time.
 - l. Cultural Council is on our next list along with Recreation and Library for which town departments we will prioritize for our next set of meetings.
 - m. Indigenous Peoples Day & Town Seal- Ms. Yasin noted that there are people from STRIDE and The First Parish Universal Unitarian Church who are discussing both IP Day and the Town Seal. Will keep SDEIC informed about their efforts and she noted that they may come to the SDEIC for support once they have developed their ideas. If people are interested in being involved in these efforts, they could contact ScituateStride.org for more information or an opportunity to be part of the process.
8. Other Business (that may properly come before the Committee after agenda is posted)
9. Administrative
- Chairperson Secaur noted that we are well on our way to developing some recommendations and updates for the SSB. Ms. Yasin suggested that when we speak with the SSB that we give one detailed recommendation and an overview rather than try to give too many recommendations at one time. Chairperson Secaur will check with Selectperson Curran for her advice on this.
 - Future Meeting Dates - 10/12, 11/9, 12/14
10. Close Meeting and Adjourn
- Motion made to adjourn the meeting at 8pm by Chairperson Secaur; seconded by Ms. Dray.
- Roll call vote - unanimous approval - 6/0 (1 abs)
- Angela Ribeiro-Dray - yes
- Celia Richa - abs
- Thomas Secaur - yes
- Jim Six Tiger - yes
- Natasha Stewart - yes
- Kate Swope - yes
- Ruth Yasin - yes

List of Documents:

- SDEI Project Plan 09 14 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.