

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

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

## MINUTES

Tuesday, March 30, 2021          6:30pm (Eastern time)  
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=AvrtOuuQUMA>

### **Members Present:**

#### Non-voting Members:

Bob Clark  
Maura Curran  
Amanda O'Shea

### Voting Members:

Angela Riberio-Dray  
Celia Richa  
Ewuniki (Nikki) Sanders  
Thomas Secaur  
Lucia Silveira\*  
Natasha Stewart  
Ruth Yasin

Absent - Natasha Stewart, Kim Harriman\*

(\* See Note below in #2)

## **AGENDA**

1. Call the Meeting to Order, Read the Remote Participation and Viewing Options, & Tribal Acknowledgement - Madame Chair Sanders.

Motion made to open the meeting by Ms. Yasin. Seconded by Ms. Richa.

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

Kim Harriman - absent  
Angela Riberio-Dray - yes  
Celia Richa - yes  
Ewuniki (Nikki) Sanders - yes  
Thomas Secaur - yes  
Natasha Stewart - absent  
Ruth Yasin - yes

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) and an acknowledgement for the Wampanoag tribe and their difficulties during Covid. She also acknowledged that the trial concerning George Floyd has begun.

2. Safe Space and Norms

1. 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.
2. This is a safe space where people can bring up challenges and questions without fear of repercussion or hostility
3. Take the learning, but leave the story, so that people feel comfortable sharing their experiences
4. Assume best intentions. All participants are embarking on this journey at different starting points
5. Listen/read and be kind
6. Use respectful language - ask when you are unsure.
7. Administrators may remove anyone with inappropriate content or acting inappropriately

\* Note: Kim Harriman has resigned her position from this committee due to other obligations, and the Select Board will be informed. Lucia Silveira has become a voting member after being approved by the Scituate Select Board.

3. Acceptance of Minutes of 03/16/2021 Motion to accept the minutes by Mr. Secaur. Seconded by Ms. Dray.

Roll call vote - Unanimously approved 6-0 (1 absent)

Angela Riberio-Dray - yes

Celia Richa - yes

Ewuniki (Nikki) Sanders - yes

Thomas Secaur - yes

Lucia Silveira - yes

Natasha Stewart - absent

Ruth Yasin - yes

4. Public Comment:

- a. Jean Shildneck read a statement by STRIDE (Stride Statement of Support AAPI 3 30 2021) in solidarity with the Asian American and Pacific Islander (AAPI) community, and also decrying the violence against Asians, especially the recent killings in Atlanta. Ms Richa asked if the Town has ever released a statement when there have been nationally known incidents based in violence. Ms. Curran responded that they had done so concerning the George Floyd incident and will suggest that there be a statement read in support of the AAPI community at the next Select Board meeting. Ms. Richa also noted that people have been sensitive about talking about "the George Floyd trial," noting that George Floyd and the black community is not on trial - Derek Chauvin is on trial for George Floyd's murder. Madame Chair Sanders clarified that calling it George Floyd's trial is a statement acknowledging that it is seen as a way of getting justice for him.

5. Old business

- a. Liaison Reports

- i. Jen Arnold - Asst. Superintendent of SPS - Noted that the DEI Director search community Forum was last week. The Superintendent expects to announce the appointee at the April 12 School Committee Meeting. The Equity Audit is free to the district - part of a grant program which will give us data about equity and diversity efforts concerning curriculum, disciplinary, and other data. It will be repeated to look for improvement over 3 years, and will compare our district with other districts across the nation. Ms. Arnold confirmed that Michael Hayes and Nicole Brandolini are the liaisons from the School Committee, and will speak to them about their role with this committee. There was a DEI task force that created the Anti-racism resolution, which was approved by the School Committee, but the task force was disbanded after that effort. A new group will be formed with the new DEI director.
  - ii. Select Person Curran - The Select Board voted to accept Lucia Silveira as a voting member for the SDEIC. They are also reviewing naming policies that are fair and equitable for naming parks, schools & playgrounds. There is a new community garden in Appleton Fields in the West End - new fields, trails, and access organized by Conservation Committee and Holly Hill Farm. Town meeting is upcoming on April 12. April 6 has been accepted for the SDEIC to present at the Select Board.
  - iii. Madame Chair Sanders - is working on setting up Youth and Incidents Based in Bias subcommittees. She is working on connecting with Ms. Arnold and has multiple conversations with Lt. O'Shea.
- b. Discussion/Vote - Organization of Recommendations for the Select Board Presentation -
  - i. Reviewed and discussed the document: Proposed Report to Select Board 4/2021.
  - ii. Madame Chair Sanders and Ms. Richa will finalize the presentation and get it to Lorraine Devin by this Thursday. They will present it on 4/6/21 at the Select Board meeting. Did not feel any vote was necessary.
- c. Discussion/Vote- Human Rights/Incidents Based in Bias Committee
  - i. Chairman Sanders noted that she had sent out an email about various towns' committees dealing with Human Rights and Incidents based on violence (see text and links below)
  - ii. Ms. Yasin commented that these committees are doing some great work that may inform us as to things we may wish to consider.
  - iii. No vote necessary at this time.
- d. Discussion/Vote - Proposed Requirements for Project and/or Sub-Committee Acceptance - Vice Chair Secaur
  - i. Discussed shared document: Proposed Requirements for Project and/or Sub-Committee Acceptance - asking that written information

be provided to the committee to help launch any proposed projects/subcommittees using this format.

- ii. Motion to accept this format by Ms. Richa - Seconded by Ms. Yasin.

Roll call vote - Unanimously approved 6-0 (1 absent)

Angela Riberio-Dray - yes

Celia Richa - yes

Ewuniki (Nikki) Sanders - yes

Thomas Secaur - yes

Lucia Silveira - yes

Natasha Stewart - absent

Ruth Yasin - yes

#### e. Discussion/Vote - Proposed Project Plan

- i. Ms. Yasin reviewed the document: DEI Proposed Project Plan 033021.xlsx as a way of recording projects/subcommittees already in place and also ideas that had been submitted to the committee for consideration. It makes it easier than reviewing the minutes to be able to keep track of the ongoing and proposed work.
- ii. Ms. Dray will update the document in Slack as people give her the information. She suggested that we add a tab of items suggested to the Select Board.
- iii. Motion to accept the Project plan by Vice Chair Secaur. Seconded by Ms. Dray.

Roll call vote - Unanimously approved 6-0 (1 absent)

Angela Riberio-Dray - yes

Celia Richa - yes

Ewuniki (Nikki) Sanders - yes

Thomas Secaur - yes

Lucia Silveira - yes

Natasha Stewart - absent

Ruth Yasin - yes

## 6. Administrative

#### a. Discussion - Next steps for delivery of questions to Department Heads

- i. Mr. Clark shared a document: Scituate Diversity and Inclusion 3 30 2021, and explained that this document grouped the town department heads in a way to facilitate small group discussions after the initial survey of department heads had been completed. It broke up the over 20 departments into 11 groups. Mr. Clark, Ms. Silveira, and Lt. O'Shea are already noted on the groups they will join. Ms. Yasin noted that although this list is only town departments, they are a good first step because of the amount of town residents they interact with and because of the programming they offer to the town. Later steps we could take would broaden our discussions to include town committees and boards.

- ii. SDEIC members are encouraged to sign up for virtual meetings they'd like to attend and help develop the questions for those departments. The previous department assignments may not be the ones we keep because 1. we now have different groupings of departments, 2. many people are already taking on other tasks within the SDEIC, and that 3. We have lost one of our members. Madame Chair Sanders would like to be part of the Cultural, Recreation, & Library virtual discussions.
- iii. Mr. Clark and Select Person Curran will talk with the department heads on April 7 with the survey going out on April 8th, and a follow-up reminder to the department heads 10 days after that. By 4/22 all surveys should be completed.
- iv. Madame Chair Sanders wanted to know which virtual meetings would be scheduled first. Ms. Yasin said that they could be scheduled simultaneously, and Mr. Clark agreed noting that he would like to move along on the virtual meetings within a couple weeks of the end of the survey. He did not feel that any group needed to be a priority. Ms. Sanders was concerned that a follow up on questions for each department would need to be prioritized and that some departments would be better to start with than others. Ms. Richa noted that when Select Person Curran and Mr. Clark meet with the department heads, they may learn information including whether the department heads would like to meet with us earlier rather than later. We will receive a report on how the meeting with department heads went at our next SDEIC meeting and can discuss our plans further.
- v. Select Person Curran informed the committee that Town Hall is open late until 7:30pm on Tuesdays so that if committee members wish to schedule virtual meetings after normal business hours, that this is an option.

7. New Business

8. Other Business (that may properly come before the Committee after agenda is posted) Select Person Curran will be absent from the 4/20 meeting.

9. Future Agenda Items

10. Move to Adjourn by Ms. Richa. Second by Ms. Yasin. Adjourned at 8:24 pm.

Roll call vote - Unanimously approved 6-0 (1 absent)

Angela Riberio-Dray - yes

Celia Richa - yes

Ewuniki (Nikki) Sanders - yes

Thomas Secaur - yes

Lucia Silveira - yes

Natasha Stewart - absent

Ruth Yasin - yes

Future Meeting Dates - 4/20, 5/4, 5/18, 6/1, 6/15, 6/29\*, 7/13, 7/27

\* We will finalize our presentations to the Select Board on these dates.

### **List of Documents:**

Stride Statement of Support AAPI 3 30 2021  
Ruth Yasin - Proposed Report to Select Board 4/2021  
Ruth Yasin - DEI Project Plan 03 09 21.xlsx  
Tom Secaur - Scituate DEIC - SubComm Acceptance.docx  
2020 BOS Appointments.pdf  
Dept Head Contact List.pdf  
Bob Clark - Scituate Diversity Equity and Inclusion 03 30 2021 (Dept. Head Meetings - Committee Member Assignments)

List of Websites on the Creation of Human Rights Committees shared to the committee by Madame Chair Sanders in an email - Notes on Human Rights Committees 3/23/2021

### **VOTED IN BY TOWN MEETING**

DEDHAM

[https://www.dedham-ma.gov/government/human-rights-commission?fbclid=IwAR2SA\\_t\\_DGzQphQiNP0F11vgQX35SeOK23EXeSrW\\_EUGoL\\_FF9JwfCwvo0](https://www.dedham-ma.gov/government/human-rights-commission?fbclid=IwAR2SA_t_DGzQphQiNP0F11vgQX35SeOK23EXeSrW_EUGoL_FF9JwfCwvo0)

AMHERST

<https://www.amherstma.gov/849/Human-Rights-Commission>

ARLINGTON

[https://commissions.arlingtonva.us/wp-content/uploads/sites/5/2014/01/HRC\\_Countycode-ch13.pdf](https://commissions.arlingtonva.us/wp-content/uploads/sites/5/2014/01/HRC_Countycode-ch13.pdf)

<https://www.arlingtonhumanrights.org/our-history>

### **ARTICLE EXAMPLES**

Dedham <https://www.dedham-ma.gov/home/showpublisheddocument?id=3890>

AMHERST

<https://www.amherstma.gov/DocumentCenter/View/25567/ATM-Warrant-April-28-2014---Signed?bidId=>

### **VOTED IN BY BOS**

Lexington

<http://records.lexingtonma.gov/weblink/docview.aspx?dbid=0&id=87994>

Easton

[https://www.easton.ma.us/boards\\_and\\_committees/humanrightscommittee/docs/Human%20Rights%20Committee%20Charge-Revised%2002-26-18.pdf](https://www.easton.ma.us/boards_and_committees/humanrightscommittee/docs/Human%20Rights%20Committee%20Charge-Revised%2002-26-18.pdf)

Belmont

<https://www.belmont-ma.gov/human-rights-commission>

<https://www.belmont-ma.gov/sites/g/files/vyhlif2801/f/file/file/charge.pdf>

HAMILTON

[https://www.hamiltonma.gov/wp-content/uploads/2018/08/Hamilton\\_Human\\_Rights\\_Commission\\_Policy\\_112320FINAL.pdf](https://www.hamiltonma.gov/wp-content/uploads/2018/08/Hamilton_Human_Rights_Commission_Policy_112320FINAL.pdf)

Wenham

<https://www.wenhamma.gov/Wenham%20Human%20Rights%20Committee%20adopted%2011.17.20.pdf>

Maynard

<https://www.townofmaynard-ma.gov/wp-content/uploads/2019/10/hrc-establishment-20190827.pdf>

**\*\***Public comments will be limited to one (1) 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 Advisory Committee on Equity and Justice for All can proceed with items on the agenda. Any person making a comment that is deemed by the Chairperson to be offensive or inappropriate may be silenced. 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.

Respectfully Submitted:

Ruth Yasin