

Scituate Diversity, Equity, and Inclusion Committee (SDEIC)

Tuesday, November 9, 2021 6:30pm 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=tHcnt2F7_OE

Members

Non-voting Members:

Bob Clark
Maura Curran
Amanda O'Shea

Voting Members:

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

Members Absent: Amanda O'Shea, Celia Richa, Ruth Yasin

Members in Late: Angela Dray

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 6:31 pm. Seconded by Ms. Swope.

Roll call vote - unanimous approval - 5/0 (3 abs)

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

2. Safe/Secure Space Statement - Chairperson Secaur

6:35 Ms. Dray entered the meeting

3. Acceptance of Minutes - 10/12/2021

- Noting that Ms. Yasin wasn't in attendance, Rev. Stewart offered to take notes for Ms. Yasin to review for the current minutes (and would be supplemented by video review.)
- Motion made to accept the previous minutes by Chairperson Secaur; seconded by Ms. Dray.

Roll call vote - unanimous approval - 6/0 (2 abs)

Elena Gulotta - yes

Angela Ribeiro-Dray - yes

Celia Richa - abs

Thomas Secaur - yes

Jim Six Tiger - yes

Natasha Stewart - yes

Kate Swope - yes

Ruth Yasin - abs

4. Liaison Reports

a. Select Board - Selectperson Curran

- 750 people at Town Meeting voted yes for the Border Street property to be bought by the town CPA funds. Town in moving forward with that, the offer was accepted and paperwork is moving forward.
- Also budget time, so departments are looking at 2023 budgets.
- Sunday the Ambassador from Ireland to the US came to Scituate. Good to have him here and good model for Angela to look at for the Cape Verde.
- Storm took its toll, with 300 trees that came down. It was devastating. Crews from as far away as Quebec came to help us and worked so hard.

b. STRIDE - Ms. Yasin sent an update for STRIDE that Chairperson Secaur read.

- STRIDE hosted a community conversation to allow community members to discuss a posting by an SHS student that included racist and white supremacist language.
- Had to cancel the October regularly scheduled meeting due to the power outage. Will reschedule that meeting on December 15 - will be focused on Indigenous People's issues.
- Nov. 17 is the next STRIDE meeting with guest, and Scituate resident, Ted Miller speaking about national extremism - local connections.
- Can access STRIDE at ScituateStride.org

c. Scituate Public Schools - Jamele Adams

- Scheduled connection meeting with Mr. Adams, STRIDE, and school people and hopefully Scituate PRIDE on Friday.
- Appreciated that people made the school aware of what they saw from the high school student and the school was able to make some connections and help the kids through this.
- First meeting of the LIT pac... parent group for LIT... is tomorrow.
- The library is working with him on some efforts, such as offering some books, and then hopefully a discussion series.
- Hoping to get some more diverse food items in the cafeteria.
- MLK memorial on the day and will be at the PAC at 1pm with hope for all the schools to be present and some community folks as well.
- LIT Line is also still active and getting used.

- The Freedom Team should meet the last week of this month or beginning of December for the first meeting. Then will move forward with access and will do an official opening to the town with a Mariner article and website and such.
- 5. Brave Spaces - Continuation of Discussion from 10/12/21 Meeting
Chairperson Secaur read the new one at the start of the meeting. We all loved it. Lots of heads nodding. But it's still a work in progress. And we hope to present it to the Select Board at our next meeting with them.
- 6. Public Comment - No community members present at this time.
- 7. Review of Initial Draft Opportunities Deck for Presentation to Select Board -
Chairperson Secaur shared a powerpoint (Scituate DEIC Select Board Presentation Master) for how we can present to the Select Board going forward to give us some structure. Headlining Review, Report, Recommend with Background and then Action Items.
 - Our goals for the December 21st Select Board meeting could be:
 - Bathrooms
 - Safe Space Norms
 - Trainings
 - Sister City for Cape Verde
 - Ends with some brief updates on where we are with some other projects, especially our reviewing the town departments. We have done a ton of work, but aren't ready for recommendations yet... but it is coming.
 - Selectperson Curran likes this format as it is really clear and easy to understand. She also suggested that the slideshow include a slide with more detail on what we have been doing over the past months in meetings with the various town departments.
 - Goal is to have final versions of each of these for our next meeting so we can review before we present them.
 - Ms. Swope wondered if we can get comparable to other towns with DEI budgets for trainings, so we can know if we are inline with standards. Maura says not a lot of towns have DEI budgets for trainings or even HR, so it might be hard to find, but Bob will look into it.
 - Ms. Swope also suggested in a sideline that our Scituate DEI should have a logo/graphic. Selectperson Curran will look into that for us.
- 9. Review of Project Plan and Opportunities Workbook (SDEI Project Plan 11 09 21.xls) was shared and discussed:
 - **Gender neutral bathrooms:**
 - Ms. Swope updated and shared an image for the All- Gender Bathrooms, Kevin with the town likes it. But we might need two signs as not all

bathrooms may be handicap accessible. And we are waiting for some quotes still for how to convert some of the restrooms, but should have them shortly. The vast majority of bathrooms only need new signage to make them a single use bathroom for all genders.

- Mr. Clark reports in the library that there are 2 multi-stall bathrooms for one gender each. But at the front of the building there are 2 single use bathrooms which could be used for All Genders, but they are in a place that is not usually accessible to the public, so people would have to ask to get the key to the hallway to use them. Library director was ok with this as a solution, and talked to colleagues at a training for LGBTQ friendly practices, who have needed to do similar and its working fine. Concern this is not a good solution as it calls people out still to have to identify as needing/wanting a gender-neutral bathroom. But the counter is the safety of the space because the area is not monitored by staff, and we hope to call it single stall bathrooms, rather than gender neutral. One extreme safety concern is single stalls being used for drug use, and we would not know if anyone is in there if they overdose.
- Thought we could offer some different options:
 - Build a new single stall bathroom onto the library - would be quite expensive
 - Extra staffing to help monitor areas - what would be the expense of that?
 - All bathrooms are locked and everyone asks for a key for equity (though not advocating for this).
 - Camera in the hallway so it can be monitored more easily - may be a minimal expense for better review of spaces
 - Could we pilot it? Try it out for 2-3 months and see how it goes with some room adjustments.
- The team will take a trip to the library to see what could be best.
- **Sister City update:** Vice Chair Dray said the recommendation is to form a committee, and then the real work can begin. But lots of interest here and in Cabo Verde. France and Ireland committees here are enthusiastic to help.
- **Safe Space Norms:** Would like to give something that can be read at Town meetings, Select Board meetings, committee meetings, etc. Not just in our SDEIC meetings. Are working towards that.
- **DEI Training:** Initial meeting is scheduled for tomorrow, 11/10. Ms. Gulotta sent some Linked in trainings and other options, but it depends on budget issues. Mr. Clark has ideas too.

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

11. Administrative

- Future Meeting Dates - 12/14
- We will stick with the 2nd Tuesday for our meetings for 2022. Tom and Ruth will publish for us.

12. Close Meeting and Adjourn - Motion made to adjourn the meeting at 7:45pm by Chairperson Secaur; seconded by Mr. Six Tiger.

Roll call vote - unanimous approval - 6/0 (2 abs)

Elena Gulotta - yes

Angela Ribeiro-Dray - yes

Celia Richa - abs

Thomas Secaur - yes

Jim Six Tiger - yes

Natasha Stewart - yes

Kate Swope - yes

Ruth Yasin - abs

List of Documents:

- Scituate DEIC Select Board Presentation Master - slides - Tom Secaur
- SDEI Project Plan 11 09 21.xls - Tom Secaur

Respectfully submitted,
Ruth Yasin & Natasha Stewart

****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.**