

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

## Tuesday, November 15, 2022 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 March 31, 2023. 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=mShUvZJVo\\_U](https://www.youtube.com/watch?v=mShUvZJVo_U)

#### **Members**

##### Non-voting Members:

Bob Clark  
Maura Curran  
Amanda O'Shea

##### Voting Members:

Lillian Cruz  
Elena Gulotta  
Angela Ribeiro-Dray  
Celia Richa  
Thomas Secaur  
Natasha Stewart  
Kate Swope  
Ruth Yasin

Members Absent: Lillian Cruz, Maura Curran, Amanda O'Shea

#### **AGENDA**

1. Chairperson Secaur - Called the meeting to order, read the Scituate DEI Commitment Statement and the remote participation and viewing options.

Motion made to open the meeting by Chairperson Secaur at 6:31 pm - Seconded by Ms. Yasin.

Roll call vote - unanimous approval

Lillian Cruz - absent  
Elena Gulotta - yes  
Angela Ribeiro-Dray - yes  
Celia Richa - yes  
Thomas Secaur - yes  
Natasha Stewart - yes  
Kate Swope - yes  
Ruth Yasin - yes

2. Review and Acceptance of Minutes - 10/13/2022

Chairperson Secaur suggested amending minutes 6a to correct the spelling of the name - Dr. Jean McGuire. Motion to accept the Amended minutes by Chairperson Secaur; Seconded by Rev. Stewart.

Roll call vote - unanimous approval

Lillian Cruz - absent  
Elena Gulotta - yes  
Angela Ribeiro-Dray - yes  
Celia Richa - yes  
Thomas Secaur - yes  
Natasha Stewart - yes

Kate Swope - yes

Ruth Yasin - yes

3. Liaison Reports and Community Announcements - SSB, SPS, STRIDE, Cape Verde Sister City

- a. Vice Chair Dray reported that the Cape Verde Sister City Committee, in conjunction with the Scituate Historical Society, will host its first event on Sun, 11/20, from 1-4pm at the GAR Hall. It is focusing on exploring Cape Verde including multiple presentations, food, and a trivia game. Information about the event has been posted on the Town's and Historical Society's FaceBook pages and in the SPS events notification. The event is very child friendly.
- b. Scituate Public Schools - Mr. Adams appreciated the SDEIC recent presentation at the Scituate Select Board meeting which included SHS students presenting their views. He also enjoyed being able to meet people at St. Luke's coffee hour.

The Open Expression event at the library had talented representation from all levels of the school district highlighting their musical and poetry talent. Would like to see if it could happen more often than every other month.

Mr. Adams, Darryl David, Metco Director, and MarKaveus Barnes, Metco Coordinator, and School Resource Officer (SRO) Nic Sharry, SPD, all met with the rest of the Scituate Police Department over two visits to build rapport and to dispel the myth that they are not working together. In discussions of everyday life, it was discovered that the groups had many shared commonalities, and many officers also have the connection with the schools because their own children are students at SPS. There were discussions on ways to set up positive interactions between SPD and students. Are currently developing a plan for a Unity Basketball Game which would have teams mixed with students, staff, firefighters, and police officers.

Mr. Adams is meeting with Rabbis to pull in positive energy for the South Shore - an event entitled A Conversation of Hope; Black and Jewish Voices in Harmony - which is scheduled for Dec. 11 at the Temple in Franklin. This will hopefully be part of a series, and there may be a Zoom option.

On Dec 1 there will be a LIT Open House - 7:45-8:45 pm at the Scituate Town Library. It is an opportunity to discuss all things about LIT within the school system. This was prompted by people who were concerned with the focus of LIT in the schools (in-person event only).

The Equity Audit Survey from SPS has been sent out to get more voices heard after the Focus Groups have finished meeting. Hopefully some reports will be coming in from late Dec. into Jan.

- c. Community events - Chairperson Secaur noted that the Hingham Unity Council has an excellent email noting upcoming events and speakers - it is easy to sign up to get on their mailings.

Rev. Stewart announced that a law that was passed in a previous Scituate Town Meeting on tenting and camping, but that it was not approved by the Attorney General, so it is not a standing law in Scituate. They will go back to rewrite it to address the parking issues under concern, but are mindful to not affect homeless people's rights - and they will run it by other people before taking it to Town Meeting.

Ms. Yasin wanted to give kudos to the Accessibility Event. It was a wonderful way to learn about many of the support systems that a variety of groups offer to our residents. These supports help so many of our vulnerable residents, and hopefully we will see more events like this.

Ms. Swope attended the Starpower event in Sept. in Pembroke with members from many DEI and other councils. It was a networking opportunity to show that there are a lot of people on the South Shore working in this arena.

4. Public Comment - none

5. Review of In-Flight Opportunities and Projects

- a. Indigenous Peoples Day – Chairperson Secaur and a group of SPS students presented to SSB on November 8 - he sees it much as an education session because most people don't have the knowledge about the background history. Chairperson Secaur doesn't see that the SSB would pass a resolution on their own, and other committee members agreed with him, though it could go through Town Meeting. However the warrant closes on December 20 for the spring Annual Town Meeting on April 10. There were multiple suggestions on the path forward, and it was agreed that however we go forward, that we make it a conversation, not a confrontation. We would need to have small group conversations ahead of time before any town meeting. Discussions within the clergy group might be a good way to start - education takes time. It was suggested that there needs to be a coordinating group to take this initiative forward and that there be a longer timeline to go to Town Meeting, but wondered would the SSB agree to further education on this matter in the meantime? Questions were raised on whether following through with the steps to educate and bring an article to Town Meeting is within our charge as a committee.

Committee members suggested reaching out to partners for planning including the Clergy Association with Rev. Stewart, STRIDE, Nicole Brandolini, resources from the town library, and other community members as groups/people to contact. It will take meetings outside this forum to pull a team together to do the work, and our timeline needs to be flexible enough to build support. Need to review how to do it right, and the SSB has some concerns related to how palatable this suggestion is to other groups in town, like the Knights of Columbus.

- b. Review of our contact with town departments - Chairperson Secaur noted that we want to revisit our discussions to see where we stand with the information we collected. Ms. Yasin suggested reviewing the notes to pull out information that we had collected and report that out to the SSB - that there hadn't really seemed to be recommendations to offer, but that many issues were discussed, including some recommendations that we had provided informally to the departments, that we might could review and highlight. Rev. Stewart agreed and noted that after their interactions with FACTS and Social Services there had been some advancements that had come from the discussions. Chairperson Secaur noted that any of the newer members who wanted to join one of the workgroups should feel free to contact him, Ms. Dray, or Mrs. Yasin. Ms. Richa noted that she would like to work on trends common between multiple departments, because hiring, training, and procurement were common issues that might be a more important way to look at issues when we are looking at dealing with systems change when reporting to the SSB.
  - c. DEI Training for Town Employees - Mr. Clark noted that providing training in-place is a challenge with varied sites and shifts and people not able to leave their work sites. They have been able to push out multiple trainings online through LocalGov.U, with mixed results, but hadn't done the anti-bias training because doing it remotely isn't conducive to in depth learning. However, they hope to schedule live-training in December on a Friday morning where they would close Town Hall for a staff training morning. This would impact 100-120 people, and offer good quality training in two places - the meeting room of the town library and at the senior center, and there may be an option to tape it for people who still aren't able to attend. One session would be on Implicit Bias and the second would be on Conflict Resolution and Respectful Workplace. These would be mandatory for all staff.
6. Other Business (that may properly come before the Committee after agenda is posted) - none
7. Administrative
- Future Meeting Dates - December 13
  - Vice Chair Dray clarified that though committee members are appointed for a certain term, that they are not required to step down at that time.
8. Close Meeting and Adjourn - Motion made by Chairperson Secaur to close the meeting at 8:00 pm. Seconded by Ms. Swope.
- Roll call vote - unanimous approval:
- Lillian Cruz - absent
  - Elena Gulotta - yes
  - Angela Ribeiro-Dray - yes

Celia Richa - yes  
Thomas Secaur - yes  
Natasha Stewart - yes  
Kate Swope - yes  
Ruth Yasin - yes

**List of Documents:**

- SDEIC Project Plan 10 13 22 (Tom Secaur)

Respectfully submitted,  
Ruth Yasin