

Scituate Diversity, Equity, and Inclusion Committee (SDEIC)

Tuesday, December 14, 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=yLx4e4Rtyt8>

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: Celia Richa, Jim Six Tiger

Members in Late: Amanda O'Shea

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 Rev. Stewart.

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 - abs
Natasha Stewart - yes
Kate Swope - yes
Ruth Yasin - yes

2. Chairperson Secaur read the Safe/Secure Space Statement

6:33 pm Lt. O'Shea entered

3. Review and Acceptance of Minutes - 11/9/2021

- Motion made to accept the previous minutes by Chairperson Secaur; seconded by Vicechair 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 - abs
Natasha Stewart - yes
Kate Swope - yes
Ruth Yasin - yes

3. Liaison Reports

- Scituate Select Board (SSB) -Selectperson Curran - Budget season has started so approximately an 80 million dollar budget for the year. The next couple of months through March are focused on budgeting and financial review which may affect DEI initiatives.
- SPS & Freedom Team - Mr. Adams - The Scituate Collective has formed - with representatives from SDEIC, STRIDE, and conversations with Scituate Pride, and other groups, and will continue to expand. This group will review what's happening in the various organizations to keep each other informed and plan on possible ways to work together. The Freedom Team has met, and has found the members that they needed. They plan to have an official roll out in January. Also starting in January there will be monthly conversations and an open mic event through the Scituate Public Library. Lit Pad, the parent advisory group, is developing a mission statement, coordinating the MLK Memorial, and working on community connections - outreach to the library and local businesses. The MLK Memorial will be at 1pm on the MLK holiday at the Performing Arts Center. The current Metco director is leaving her position in the second week of January, so there will be a search to fill the position. Lit teams for each school are adding cultural cuisine to the dining options in each school. Are lining up guests for the Podcasts and would like more people/groups involved. The Lit Line message is active, and the next one will be given by a student. Selectperson Curran suggested that Mr. Adams come before the SSB to present about the Freedom Team and the DEI efforts in town. Mr. Adams also noted that the student response to the DEI efforts in the high school has been really strong.
- STRIDE - Ms. Yasin - The next Zoom meeting is December 15, at 7:30 pm. A reminder that to get the code to enter the meeting, you need to sign up on the STRIDE web site in advance. This is a reschedule of the October meeting, which was impacted by the storm and power outages, and is designed to give information about Indigenous Peoples issues including how/why develop a Land Acknowledgement, what is Indigenous Peoples Day , and reimagining the Town Seal. Would like to gain people to work on these issues - contact ScituateStride.org to get more information. Mr. Adams noted that there are people working on Land Acknowledgements for the Scituate Public Schools, and we may wish to collaborate with them.

4. Public Comment - None

5. Review of Draft Opportunities Deck for Presentation to Select Board (Scituate DEIC Select Board Presentation Master v2) Slides Title: Scituate Diversity, Equity, and Inclusion Committee - Recommendations and Status Presentation to the Town of Scituate Select Board, December 21, 2021.
 - a. Review of the SDEIC Goals, Charge, Committee Members, General Updates and Approach, Opportunities and In-Flight Projects.
 - b. Reviewed the recommendation for gender neutral bathrooms and agreed to ask

that besides signage and modifications as budget permits, that we ask that new buildings also have single-stall gender neutral bathroom options.

- c. Reviewed the proposed Commitment Statement. Agreed that though the SSB and others may wish to create their own statements, that we would like to review any modifications to ensure they maintain the intent of encouraging respect and inclusion. Agreed to modify the proposed commitment statement by removing the phrase “underrepresented people and communities” and instead include the words “marginalized and minoritized communities.” Also remove the word “accepted,” and include the word “welcomed.” Final agreement on this statement:

The Scituate Select Board is committed to providing an environment of respect during meetings. We ask all members to interact in a polite manner even when there is disagreement.

We value the participation of our community and want all participants, including marginalized and minoritized communities, to feel welcomed and respected.

We ask our committee members, and all who participate, to commit to these standards and respect our community.

6. Vote on Recommendations to the SSB

- a. Motion made to accept the amended Commitment Statement by Chairperson Secaur; seconded by Ms. Swope .

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 - abs

Natasha Stewart - yes

Kate Swope - yes

Ruth Yasin - yes

- b. Motion to accept the recommendation as discussed above for Gender Neutral Bathrooms. Motion made by Chairperson Secaur; Seconded by Reverend Stewart.

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 - abs

Natasha Stewart - yes

Kate Swope - yes

Ruth Yasin - yes

7. Other In-Flight Subjects included in slideshow to SSB

- a. Training - slides included an update on what we are looking at for DEI training for Town Employees. MIAA & Local Gov U. have added a lot of training modules which might be useful to us. There are challenges - many employees don't have access to computers or emails, and live classes are more costly and require a flexibility to pull employees off of their work day - so are making plans to address

those limitations. Selectperson Curran recommended an Implementation Plan to help move this forward - put some parameters, eg time & budget, especially since this is budget review time and there should be an understanding of what training may cost. She recommended getting this done by next recommendation to the SSB.

- b. Still developing Cape Verde Sister City project slides for review at the SSB meeting. Ms. Dray asked that we use Cape Verde rather than Cabo Verde when writing in English.
- 8. Other Business (that may properly come before the Committee after the agenda is posted) - If enough people come to the SSB meeting to constitute a quorum, we will need to post an agenda in advance.
- 9. Administrative
 - Future Meeting Dates - Jan 11, Feb 8, Mar 8, Apr 12, May 17*, June 21*, July 19*
- 10. Close Meeting and Adjourn - Motion made to adjourn the meeting at 7:55pm by Chairperson Secaur; seconded by Ms. Swope.
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 - abs
Natasha Stewart - yes
Kate Swope - yes
Ruth Yasin - abs

List of Documents:

- Scituate DEIC Select Board Presentation Master v2 - ppt - Tom Secaur

Respectfully submitted,
Ruth Yasin