



**Town of Arlington, Massachusetts**  
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## **Human Rights Commission Minutes 11/16/2005**

### **Human Rights Commission Meeting Minutes – Final** November 16, 2005

**In Attendance:** Marlissa Briggett, Victoria Cohen, Mahendra Desai, Christine Deshler, Arif Khan, Nancy Rhoads, Marlene Schultz, Bill Shea, Nancy Sweeney

**Absent:**

Sheri Baron, Christine Carney, Anisha Desai, A. Nick Minton

**Minutes for October 19<sup>th</sup>** – accepted

**Welcome Arif Khan** – appointed by Town Moderator, John Worden

**Recap of Chip Berlet Dialogue** – overall thoughts were that the meeting was well run – a good beginning – Mr. Berlet had some very workable suggestions - we should arise when things happen in a community – town has changed in the last 13 years – becoming more diverse – economically also – we are a majority of white people with our own biases – we must ask – how do we do with instead of for? – some disappointment expressed in remarks of Town leaders - we have honorable intentions but no follow through – our school programs do not stand on their own – problems with graffiti and hate issues have to be handled incident by incident – there can be no standard rule – APD is interested in all suggestions and have been very cooperative with AHRC – AHRC will continue to work with them on all these issues as they occur.

Recap led to further discussion on some of the problems facing us - a commissioner questioned a story of disappearing resumes from a job fair – as one example - rather than denying a job – resumes disappear - we must make ourselves more known – gave the Town Day table placement as another example - suggestion that there should be a meetings with Diversity Commission every 6 months to be sure we're all on the same page – an invitation was extended to the AHRC to a SPOT meeting to be held 12/8 in the Library on this subject – after much discussion on the many ways the Commission should move ahead – decision made to start with school leaders – tell them our plans – work a process and move actively for results – Bill Shea will speak with Chief Ryan about our plans and ask for help on taking the first step – the

Commission will continue to work with these problems.

**What is next with dialogues?** – there will be a special sub-committee meeting to plan future dialogues – date and time forthcoming

**Every Day hero award** - tabled

**Update Sub-Committee List** – current list distributed for additions and updates – new members encouraged to work with the committees on subjects they are knowledgeable with and of interest to them

**Phone Tree** – discussion of phone tree and how it should be set up and handled – draft will be distributed at next meeting

**Other Business –**

Still no response regarding recent complaint

Discussion on process for appointing of new commissioners – suggestion that the whole program should be reformed – recent appointees expressed concern on current process.

*Next meeting – December 21st at 8:00 p.m. at Jefferson Cutter House*

*Submitted by:*  
Marylynn Carnell  
Staff Assistant