



## Arlington Human Rights Commission Agenda

Date: *April 18, 2018*

Time: *8:00-9:30 pm*

Location: Jefferson Cutter House, 611 Massachusetts Ave, Arlington, MA 02474

Attendees: Co-Chair Naomi Greenfield and David Swanson, Commissioners Christine Carney, Kristina Fontanez, Gary Horowitz, Kristen Bauer, Sheri Baron

Absent: William Logan, Nick Minton, D'ondria Maxwell, Betsy Carlton-Gysan, Christopher Huvos, Sharon Grossman

Minutes

Meeting called to order at 8:07pm by Co-Chair Greenfield

1. Check-in / Meeting Roles (8:00PM-8:05PM | 5mins.)
  - a. Secretary- Commissioner Fontanez
  - b. Time-Keeper- Commissioner Carney
  - c. Next-Stepper- Commissioner Bauer
2. New Commissioner Update (8:05PM-8:10PM | 5mins.)
  - a. Our new commissioner Kristen Bauer introduced herself and discussed her background in overseas human rights work.
3. Minutes Approval (8:10PM-8:15PM | 5mins.)
  - a. Commissioner Carney moved to accept 3/21/18 minutes and Commissioner Bauer seconded. All commissioners voted in favor.
4. Citizens Open Forum (8:15PM-8:25PM | 10mins.)
  - a. No citizens at meeting.
5. Correspondence/Incidents/Complaints (8:25PM-8:30PM | 5mins.)
  - a. School Committee Liaison
    - i. School Committee Member Jennifer Susse suggested that the school committee send a liaison to the AHRC for communication purposes. However, Commissioner Carney mentioned that she and Sharon will be meeting with the Public Relations Subcommittee of the School Committee next Wednesday to discuss AHRC liaisons in schools and the procedures for reporting hate crimes document produced by the AHRC and approved by the APD.
  - a. Captain Flaherty of the APD would like to attend the May meeting to discuss capital funds received by the APD. They plan to use it to purchase an automatic license plate reader to help with traffic and law enforcement.

6. Calendar/Program Brainstorming (8:30PM-8:45PM | 15mins.)
  - a. Commissioner Carney moved that we table item 6 until next month's meeting. Commissioner Horowitz seconded. All present voted in favor.
  
7. Sub-Committee Report Out (8:45PM-9:15PM | 30mins)
  - a. ADL Partnership event--recap and next steps
    - i. Co-Chair Greenfield reported that approximately 125 people attended the event and it was well attended by town representatives. She indicated that overall the event was quite successful and it was delightful to work with the ADL to produce the event.
    - ii. Commissioner Bauer reported that she appreciated the event and wondered what next steps might be useful to pursue to continue the conversation and further education on hate symbols for attendees.
    - iii. Co-Chair Swanson suggested that it would be useful to have a communication list to ensure that the event is widely advertised.
    - iv. Commissioner Baron suggested that we write paper invitations to invite some town personnel, such as the Selectmen.
    - v. There will be a follow-up phone call on Friday April 20<sup>th</sup> with the AHRC sub-committee and the ADL. Co-Chair Greenfield will suggest that they create a follow-up evaluation asking for the attendees to give feedback about their experience of the event.
    - vi. Commissioner Horowitz recorded the event and he will edit it. Then it will be sent back to ACMI for distribution on air.
  - b. Communications
    - i. Commissioners interested in the Communication sub-committee include Commissioners Huvos, Carlton-Gysan and Co-Chairs Greenfield and Swanson. They will be meeting to discuss the communications process, including how to gain edit access to the website and how to improve spam filtering in the AHRC webmail. Currently, many emails are being inappropriately flagged as spam.
    - ii. Commissioner Carney reported that Mel Goldsipe has edit access to the website.
    - iii. Co-Chair Greenfield also suggested that the sub-committee discuss the AHRC logo status.
  - c. School Liaisons, Diversity Groups
    - i. Co-Chair Greenfield attended a school advocacy meeting and an outcome of the meeting was that a Facebook group called Arlington Parents for Diversity and Inclusion. The group also mentioned the push to have Diversity and Inclusion groups in all the schools, like the one that is currently at Brackett. Co-Chair Greenfield planned to follow-up with Jennifer Susse to discuss whether it would be beneficial to have a diversity group at each of the elementary schools.
  - d. Annual Fall Event
    - i. Co-Chair Greenfield suggested that the Double Take event held last fall is a great candidate for an annual event. It was well attended by over 200 people and there was interest in having it again.
    - ii. Commissioner Carney mentioned that if we were to have this event next fall, we ought to also highlight that this year is the 25<sup>th</sup> anniversary of the AHRC itself.
    - iii. Co-Chair Greenfield suggested that we vote at next month's meeting to decide whether the Double Take event will be the annual fall event.

e. ARMUN Report Out

Commissioner Fontanez reported that the brainstorming session held on April 4, 2018 with ~10 students and Kim Holt was very successful. The structure consisted of evaluating several big themes and then focusing on specific ideas. The kids were engaged and interested. Overall, the kids left more educated about racial bias. Commissioner Fontanez took notes of the event. The two follow-up items from the event were to schedule a second brainstorming session and for the AHRC to send ARMUN additional educational resources about racial bias and injustice.

8. Education and Training (9:15PM-9:20PM | 5mins.)

a. Mediation Training

- i. Community dispute settlement center, who recently did a training for the Cambridge Human Rights Commission, can give mediation training to the AHRC. Co-Chair Greenfield is currently evaluating the costs.

b. ACMi

- i. ACMi has suggested making little 30 second vignettes describing scenes to educate people about bias or racism.

9. Community Events and Info (9:20PM-9:25PM | 5mins.)

a. Support for Bracket STEM Poster Project

- i. Co-Chair Greenfield contacted the Brackett STEM poster project and asked how it could be spread to other schools. They appreciated the support and are right now focused on the project at Brackett. Superintendent Bodie is interested in bringing the project to other schools next year.

b. Update on Colonial Day Decision

- i. Co-Chair Greenfield updated everyone about the communication from the administration deciding that costumes would no longer be allowed at Colonial Day. She plans to send out all of the relevant correspondence and hopes the Commission can decide on making a statement.

c. Massachusetts Association of Human Rights Commissions Meeting Update

- i. Co-chair Greenfield attended this meeting last week and plans to follow up by producing a survey for the group. Co-Chair Greenfield will send out details on the next meeting to Commissioners Horowitz and Carney to see who will attend.

10. Next steps (9:25PM-9:30PM | 5mins.)

- a. Co-Chair Greenfield suggested moving May Meeting as she is unable to attend then. She will send out a Doodle Poll to potentially find a new date.
- b. Commissioner Carney will send phone numbers to Co-Chairs Greenfield and Swanson of Town contacts.
- c. Commissioner Baron will get AHRC brochures from Commissioner Carney and distribute them at the Community board in the library and the Annex.
- d. Co-Chair Greenfield will add Town day to next month's meeting agenda.
- e. Co-Chair Greenfield will get more information about the mediation training.
- f. Co-Chair Greenfield will work with the ADL to get an evaluation of the Hate Symbols event sent out to the attendees and get the emails of the attendees added to the AHRC list.

- g. Co-Chair Greenfield will talk to the ACMI about a more long-term relationship including an intern.
- h. Co-Chair Fontanez will respond to ARMUN Director with resources and next steps.
- i. Anyone who would like to submit an idea for the Annual Fall Event should write up a few sentences to pitch to the Commission at the May meeting. Commission will vote on the Annual Fall event then.

*Commissioner Baron moved to adjourn at 9:33PM and Commissioner Horowitz seconded. All present voted in favor.*