



Human Rights Commission Minutes

Date: Wednesday, Oct 20, 2021

Time: 8:00 PM- 10:00 PM

Location: Conducted by Remote Participation

Notice to the Public on meeting privacy In the interests of preventing abuse of video conferencing technology (i.e. Zoom Bombing) all participants, including members of the public, wishing to engage via the Zoom App must register for each meeting and will notice multi-step authentication protocols. Please allow additional time to join the meeting. Further, members of the public who wish to participate without providing their name may still do so by registering to receive the meeting info and using the telephone dial-in information provided.

After registering, you will receive a confirmation email containing information about joining the meeting.

Please read Governor Baker's Executive Order Suspending Certain Provision of Open Meeting Law for more information regarding virtual public hearings and meetings:
<https://www.mass.gov/doc/open-meeting-law-order-march-12-2020/download>

Attendees: Co-Chair Pusey, Co-Chair Jolin, Commissioners Soneja, Bauer, Brown, Grossman, Rogers, Carney

Absent: Carey, Horowitz, Haynes, Minton

DEI Office: Jillian Harvey

APD: Captain Flynn

Speaker: Margaret Credle Thomas – DEI Director for APS

Community Members: Kathy Modigliani, Rebecca Gruber

Meeting called to order at 8:00 pm by Co-chair Jolin
Land acknowledgement by Co-chair Pusey

Minutes

1. Remote Meeting Notice and Land Acknowledgement (5 min)
2. Review of Minutes (5 min)
 - a. Motion to accept with revisions Kristen and Melanie – passed unanimously
3. Review of Sept Community Input (1 min)
4. Co-chair Report (10 min)
 - a. Robbins Library Event – Mar 24th, 7:00pm
 - i. Volunteers needed
 - b. Remote Participation Study Committee Inquiry
 - i. Form to gather information to help guide practices and policies for remote participation in Town meetings after the current Covid restrictions are lifted
 - c. Addressing Hate in Our Communities on Tuesday, October 26th, 3:30pm: Attorney General's Office
 - i. Register via email
 - ii. Open to the public – Christine to post on socials
 - d. Joint Meeting with Chief of Police and Town Manager
 - i. Matthew Shephard Foundation Training: expect 4 seats
 1. Nov 9th – 12pm open to the public
 2. Jillian will need participant names by Oct 29th
 - a. Recording will be available after meeting to the public
 - b. Commissioners to email interest or nominees for allocated reservations
5. DEI Division updates (10 min) - Jillian
 - a. Introduction to Margaret Credle Thomas - APS DEI Director
 - i. Former METCO director
 - ii. Regular DEI segments with ACMi
 1. Volunteers welcomed
 2. First session with Jillian – Link below
https://www.youtube.com/watch?v=AKncoxW_JfA
 - iii. District equity audit – looking for vendors to conduct audit
 1. What the district is doing well?
 2. What are the challenges within the district?
 3. Strategic planning to provide sustainable solutions
 - iv. First year plan – assessment of the district needs
 - v. Will set up meet and greet with School and Education Working Group – Commissioner Grossman to send invite

- b. Update on re-precincting
 - i. Select Board voted to keep 21 precincts
 - ii. District map being revised, to be presented to Select Board at next meeting

 - c. ACAC fall residency
 - i. Partnering to support artist Chanel Thervil
 - ii. Haitian American artist – final project will include portraits of black community members
 - iii. Will host a meet and greet on Nov 6th – outside in town hall gardens or in town hall based on weather
 - iv. Photo session project will be on Nov 15th and Nov 20th – sign up sheets will be circulated by Jillian

 - d. Christina will reduce hours going forward
 - i. Jillian working to get permanent FTE
6. Working Group Q&A (10 min)
- a. Schools and Education
 - i. Met with representative MA genocide bill
 - ii. AHS parent advisory council
 - 1. Construction updates
 - 2. Collaborative problem solving geared towards looking at school suspensions and disciplinary actions

 - b. Outreach/Events
 - i. Gun buy-back recap
 - 1. 13 guns returned – mix of long guns, handguns, and 2 guns considered illegal in MA
 - 2. No questions asked event

 - c. Communications
 - i. Newsletter has gone out
 - ii. New content ideas should be sent to Commissioners Pusey and Carney

 - d. Housing
 - i. No update

 - e. IPD
 - i. Celebrating Indigenous Peoples' Day
 - 1. Newton hosted first IPD event – in person
 - 2. Event filmed with help from ACMi – will be edited and provided for AHRC socials
 - 3. ~500 attendees

4. Potential for Arlington to continue coordinating with Newton for annual IPD event

7. MAHRC – Commissioner Pusey (1 min)
 - a. Meeting focused on legislation
 - i. Act relative to antiracism and justice in education
 - ii. Indigenous legislative agenda (5 bills)
 - iii. Flag and emblem bill
 - iv. Act relative to bullying and public housing
 - b. Trainings
 - i. Difficult conversations
 - ii. Facilitation training

8. Chief's Advisory Council – Commissioner Grossman (1 min)
 - a. Did not meet

9. Civilian Review Board Exploratory Committee – Commissioner Rogers (15 min)
 - a. Interim Report Discussion
 - i. Report completed after 6 months
 - ii. Report identifies 3 classic models
 1. All for larger municipalities
 - iii. Small number of complaints against police department in Arlington
 1. Most handled internally
 2. On occasion there have been outside reviews
 - iv. Post commission
 1. Legislation enacted to review officer certifications
 - v. Recommendations to include methods to improve complaint process for community members
 - vi. Oct 27th – Community input opportunity on town website
 - vii. Need to reach those voices that don't regularly attend public meetings
 - viii. Sections of the community feel they will not have their issues heard due to union rules and may be concerned with reporting to other members of the community
 1. How do you get them to report?
 2. How do you reassure them the complaint has been fairly reviewed?
 - ix. What is the ultimate purpose of the review board?
 1. To triage complaints to third party (post commission)?
 2. To resolve complaints?
 - x. This group could benefit from analyzing types of complaints

10. Potential Statements
 - a. MA Indigenous Legislative Agenda – Commissioner Soneja (15 min)
 - i. Educate Native Youth
 - ii. IPD
 - iii. Native American Heritage

- iv. Native mascot
- v. Celebrate and teach Native American culture and history in schools
- vi. State flag and seal
- b. Indigenous activists have asked us to support these legislations
- c. *Motion to endorse legislation and write statement in support by Commissioner Soneja, and seconded by Commissioner Carney - approved unanimously*

11. Community Input (15 min)

12. Incidents (10 min)

- a. Ottoson incidents – Commissioner Soneja
 - i. Bathroom graffiti: Principal emailed parents and will invite an educator to speak with student body about the use of hate slurs
 - ii. Racial Slur: elementary aged student with Nerf gun shouting slurs around the Ottoson area
 - iii. Schools and Education working group worked on a process for complaints from the schools
- b. Lawn sign stolen – Commissioner Carey/Carney
- c. Juvenile incident – derogatory language used against family in the neighborhood; SRO and DCS have been contacted to work with the family

13. Announcements (5 min)

- a. Retreat update
 - i. Drake to follow up about venue
- b. Sign-ups for Jan-Jun 2022 (Coffee chats and incident reporting)
 - i. SignUp Geniuses have been sent out
- c. Kick-off for 2022 Co-Chair Candidates
- d. Coffee Chats
 - i. Oct – Commissioner Brown/Rogers
 - 1. Working on scheduling
 - ii. Nov – Commissioner Carey/Horowitz
- e. Incident Handling
 - i. Oct – Commissioner Carey
 - ii. Nov – Commissioner Carney
- f. Art Project Kick-Off: artist that makes historical markers with regards to climate change
 - i. <https://www.yourarlington.com/arlington-archives/residents/ideas-fun/56-arts/19472-enviro-100121.html>
- g. Farmers' market update: Commissioner Carney attended
- h. Budget to be discussed in November
- i. 5 candidates for commissioner position – Co-Chairs to meet with candidates

Motion to adjourn Commissioner Soneja and seconded by Commissioner Pusey – approved unanimously

Next meeting: November 17, 2021, 8:00 pm, Remote Participation.

Anyone needing accessibility information or other assistance to attend this meeting should contact Jillian Harvey, jharvey@town.arlington.ma.us. This meeting is open to all interested individuals.