



Human Rights Commission Minutes

Date: Wednesday, Dec 15, 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 Minton, Bauer, Rogers, Carey, Brown, Soneja, Carney, Haynes, Horowitz

Absent: Commissioner Grossman

DEI Office: Jillian Harvey

Community Members: Rebeca Gruber, Amy Tuubs, Captain Kiernan

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. Typographical errors noted
 - b. *Motion to approve as amended by Commissioner Brown, seconded by Commissioner Carney – Passed with 1 abstention (Commissioner Rogers)*
3. Review of Nov Community Input (1 min)
 - a. None
4. Co-chair Report (5 min)
 - a. Town Manager Meeting – one commissioner seat to be filled by EOY
 - b. Meeting with Chief of Police
 - i. Browning St. incident – victim hesitant to continue the restorative justice process and will be obtaining counsel
 - c. Co-Chairs
 - i. Understanding of commissioner turn over discussed
 - d. Volunteer requested to act as AHRC delegate for Envision Arlington's Civic Engagement Task Group
5. DEI Division updates (10 min) – Jillian
 - a. Reorganization of DEI department – define positions
 - b. Racial equity tool to be applied to town departments
 - c. Continuing work on 'elevating voices of color' programming – will send out solicitation letters to the community
 - d. Plan to broaden community conversations program by combining with 'elevating voices of color' program
6. Working Group Q&A (15 min)
 - a. Schools and Education
 - i. Opportunity to join Study Group at AHS re: Heterogeneous Grouping – Commissioner Soneja will be joining the group
 1. Concerted effort in town to continue historic student grouping (ie – honors, AP, etc) vs. heterogenous grouping (to promote equity in the schools)
 2. Commissioner Brown has experience with Heterogenous grouping model – will coordinate with Commissioner Soneja to discuss further
 - ii. School Hate Crime Guide - Jillian and Chief Flaherty are looking into this
 - iii. Genocide Education Bill - was signed by the Governor
 - iv. Will co-sponsor bystander event at the Ottoson Middle school
 - v. Commissioner Minton attend a meet-and-greet with new Metco Director, Rochelle Smith. She is focused on incorporating Metco students to the Arlington Community. – will reach out with invitation to speak with the AHRC
 - b. Outreach/Events
 - i. Proposal – up to \$6,000 to be allocated for the arts program
 1. 4 artists (2 adults/2 youths) to contribute to banners

2. Funds will contribute to \$1,000 per adult and \$500 per youth, printing fees, and \$500 donation to the art council
3. *Motion to approve budget as described above by Commissioner Haynes, seconded by Commissioner Bauer – Passed unanimously*
- ii. Potential event for 2022
 1. Invite civic groups in town to share goals, objectives, and develop partnerships
 2. Will have to consider this as an open meeting (rules would apply) or a working group meeting (open to public but not advertised)
- c. Communications
 - i. Mailchimp validation currently not working appropriately
 - ii. Commissioner Brown no longer has access – will work with Co-Chair Pusey to clarify
- d. Housing
 - i. No updates
- e. IPD
 - i. Commissioner Soneja will work with neighboring towns next year
7. MAHRC – Co-Chair Pusey (1 min)
 - a. Inquiry from MAHRC about incident reporting process
 - b. Human Rights Day – December 10th
 - i. Some commissions give out human rights awards
 - ii. Human Rights Award was proposed in the past at the AHRC – voted down
 - iii. AHRC has given out a Hero Award in the past
 - iv. Potential for AHRC to revive this effort
8. Chief's Advisory Council – Commissioner Grossman (1 min)
 - a. Did not meet
9. Civilian Review Board Exploratory Committee – Commissioner Rogers (1 min)
 - a. Moving forward with recommendation to create an entity that could help residents with complaint handling
 - b. Will be crafting and submitting a warrant article at the end of Jan 2022
10. Community Input (15 min)
 - a. Rebecca Gruber
 - i. On behalf of DTG - if AHRC creates a DEI forum they would be interested in participating
 - ii. Civic engagement group – will be engaging with the envision Arlington survey, would be interested in lessons learned regarding outreach efforts – next meeting in Jan 2022
 - iii. <http://ceg.envisionarlington.org> (for further information)
11. Envision Arlington Survey Update – Commissioner Carey
 - a. Has been working with Envision Arlington to compile results from DEI questions
 - b. Will be meeting with Town Manager to review the results and discuss next years' questions (repeat or new) – input needed by New Year

- c. Commissioner Rogers and Co-Chair Pusey volunteer to working with Commissioner Carey to review 2022 questions
12. Select Board Letter – BLM Banner (Co-Chair Pusey)
- a. A comprehensive policy regarding all banners is needed
 - b. Proposal to create such a policy may be more beneficial
 - c. Library had been suggested as a potential re-location for the BLM banner – however the library Director had rejected the request
 - d. Commissioner Carney to reach out to Select Board members out about this issue
13. Incidents (10 min) - Commissioner Carney/Minton
- a. Russell Terrace – Emergency restraining order issued – victim has since stopped communicating with APD
 - b. Stolen BLM sign – witnessed by neighbor (not captured on FoodLink Cameras) – sign replaced
 - c. Sunrise Housing - Threatening phone calls – APD involvement led to phone calls ending
 - d. Food Delivery Incident – wrong order resulted in customer yelling racial epithets at the driver – Victim wanted it documented by APD
 - e. Nursery School Incident – 4yo biracial child accosted by white male making possible threats – parents live in Medford have been contacted by APD
 - f. Liquor Store Racial Profiling – spoke with wife of victim, satisfied with APD handling of case, he reported to APD because store employee mentioned calling the police
 - g. Ottoson – Swastikas found in the elevator – no camera footage
14. Announcements (10 min)
- a. Co-Chair election next month
 - b. Sign-ups for Jan-Jun 2022 (Coffee chats and incident reporting)
 - i. Incident handling: June, July, August, and December need volunteers
 - ii. Coffee chat: Feb (1), April (2), June (2) need volunteers
 - c. Coffee Chats
 - i. Nov – Commissioner Carey/Horowitz
 - 1. Coffee chat did not occur
 - ii. Dec – Commissioner Soneja/Haynes
 - 1. Will be cancelled
 - iii. Jan – Commissioner Carey/Jolin
 - iv. In-person coffee chats have been more effective – AHRC to consider changing schedule or forgoing virtual events at next meeting
 - d. Incident Handling
 - i. Nov – Commissioner Carney
 - ii. Dec – Commissioner Minton
 - iii. Jan – Commissioner Pusey

Motion to adjourn by Commissioner Soneja, seconded by Commissioner Horowitz – approved unanimously

Next meeting: Jan 19, 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.