



CITY OF REVERE HUMAN RIGHTS COMMISSION

5:00 pm Eastern Time

Location: City Hall Council Chambers or via Zoom

Monthly Meeting on March 10, 2022

Minutes

1) Chairperson Janine Grillo Marra calls meeting to order

2) Roll Call of Commissioners

- Kathi Reinstein absent.
- Rachid Moukhabir present remotely on Zoom.
- Lynn Alexis, Rev Tim Bogertman, Chief Chris Bright, Chief Dave Callahan, Dr Lourenco Garcia, Vice Chair Chaimaa Hossaini, Kourou Pich, and Chair Janine Grillo Marra are present in person.
- Quorum in attendance.

3) Land Acknowledgment

Includes moment of silence to acknowledge that Revere is the land of the Pawtucket tribe.

4) Arrive & Settle - Brief Silence

5) Approval of Minutes from the February 3rd monthly Meeting

Chief Bright MOTIONS to approve the minutes and Lynn Alexis seconds; All are in favor.

6) Director's Report - Dr. Maritsa Barros, EdD, Chief Officer of Talent and Culture (Director of HRC)

a. March is Women's History Month

- Happy Women's History Month!
- March 8th is International Women's Day.
- Let's celebrate women every day.

b. 21-day Racial Equity Challenge

- This is a program that has been in place for 8 years. The challenge is hosted by Food Solutions of New England and is open to the public: <https://foodsolutionsne.org/21-day-racial-equity-habit-building-challenge/>
- City employees and public schools to participate as a pilot program this year.
- The community is encouraged to engage on their own. Hashtag on social media to let us know you are keeping up with the challenge: #RevereREC2022
- Includes daily prompts and additional resources to learn and understand more about racism in a deeper way for self-development.
- Dr Barros to work with Dr Garcia as a liaison from School District. Dr Garcia mentions that Revere needs to work with *all* to raise awareness and understand how racism impacts people.
- Tonight's announcement is a 'teaser' and more information to come from City's communication team.



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c. Mission and Vision (overview) for upcoming months

- Dr Barros highlights the following words in the HRC Mission Statement which was already read aloud, "...promote human and civil rights and empower all people of Revere by ensuring that everyone, especially the most vulnerable and marginalized, have equitable opportunities, equal access..." and would suggest adding "freedom of expression."
- REMAP (Racial Equity Municipal Action Plan) is an infrastructure to align mission and goals with the City's vision.
- We need to continue to define *what racial equity looks like for us in Revere*.
- There will be working groups to provide opportunities for participation from the residents passionate about human rights.
- HRC is the voice of the people – we need these voices in order for us as a Commission to take action that meets the needs of the residents we serve. We want to create more connections for the people to systems and services.
- Equity and inclusion will not come without collective effort.
- HRC members are excited for the work and grateful to have Director in place.

7) Topics for Discussion:

a. Reminders for the Public - Chairperson Janine Grillo Marra

- Agenda items and process** - All are welcome to submit agenda items which can be done through the HRC webpage. Items submitted will be considered based on other HRC business priorities and may be referred to another Department as needed.
- HRC webpage** - [Revere.org/HRC](https://revere.org/HRC) (includes HRC members, meeting schedule, past meeting videos and minutes, helpful links, and cultural awareness calendar)
- Spread the Word** – Please remind others about our existence and to reach out!

8) Other Business - NONE

9) Open Forum: *Meet the Director! Come ready to share what's working and needs to be celebrated, what's challenging, and where does opportunity lie for us in the City of Revere.*

Chairperson Janine Grillo Marra shared her screen and read the Public Forum Guidelines stressing respectful conduct.

Audience members who addressed HRC at podium:

Claudia Correa (HR Director, Revere resident); Gina Castiello, Mike Sparks (Revere residents)

- Claudia Correa spoke to say she is glad to see more participation and diversity, that the City is more welcoming.



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- Gina Castiello states appreciation for having a meeting with Dr Barros, for her freedom and for being Italian. She is frustrated and continues to request a public mediation, public records for an August 18, 2021 meeting, and feels she was treated disrespectfully by an HRC member at the December 2, 2021 meeting.
- Mike Sparks expresses concerns about the Black Lives Matter banner which hangs at the High School.

Responses by HRC and Director:

- HRC thanks the guests.
- HRC Chair and other members acknowledge that behavior was not completely skillful at the December meeting and the HRC will hold a higher standard. Kourou Pich mentions that guests at the December 2nd meeting were yelling statements like, “go back to your country” to HRC members who are not white which was not appropriate.
- Chairperson Janine Grillo Marra states that the City does not have a system or process in place for public mediations however we hope to have one in the future. She also states there was no public body meeting on August 18, 2021 and therefore no minutes.
- Dr Barros states that Black Lives Matter does not imply All Lives *do not* Matter. This is a significant topic for further discussion outside of the HRC monthly meetings. The HRC looks forward to these types of conversations and it is part of the important work we want to do.

Members of the audience who were not at the podium ignored the Chair’s repeated requests to adhere to the Public Forum Guidelines therefore the Chair suspended the meeting. For the safety of all, the Police cleared the room.

10) **Adjournment** – Due to technical oversight, the meeting was not officially adjourned but came to an end at the suspension. Police escorted HRC members out of the building.