



CITY OF REVERE HUMAN RIGHTS COMMISSION

February 3, 2022, Meeting

5:00 pm EST

Location: City Hall Council Chambers or via Zoom

MEETING MINUTES

1) Chairperson Janine Grillo Marra calls meeting to order

2) Roll Call of Commissioners

- Chief Dave Callahan and Dr Lourenco Garcia are absent.
- Lynn Alexis, Chief Chris Bright, Rachid Moukhabir, and Kathi Reinstein are present remotely on Zoom.
- Rev Tim Bogertman, 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 December 2nd monthly Meeting

Kourou Pich MOTIONS to approve the minutes and Rev Tim Bogertman seconds; All are in favor.

6) Topics for Discussion:

a. Black History Month – banner update

- Chairperson Grillo Marra screen shares the 2021 banner depicting Martin Luther King, Jr.
- Last year at the February 2021 meeting, this body had discussed that it would be preferable to have the banner depict multiple figures for Black History month.
- Since the HRC did not meet last month, the HRC Chair and Vice Chair met to discuss updating the banner.
- Vice Chair Chaimaa Hossaini had ideas to include more women and those representing the LGBTQ+ community.
 - She emailed the request to the Mayor's office which was accommodated.
- Chairperson Grillo Marra screen shares the updated 2022 banner currently displayed at City Hall for the month of February, depicting left to right: Malcom X, Crystal La Beija, Andre Leon Talle, Maya Angelou, Angela Davis, Nelson Mandela, Rosa Parks.
- Dr Maritsa Barros added the following:
 - Black History is important year long and not only in February.
 - Social media posts will spotlight each of the Black figures on the banner.
 - Dr Barros is working with Revere Public Library and School Library to offer more content and resources: reverepubliclibrary.org/black-history-month-resources/
 - The library will be sharing a "Black Month History Expression Contest" for submission of videos, poetry, drawing etc. to represent Black history.



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Commissioner input:

- Members thank those involved in the banner and projects, including Jackie McLaughlin in the Mayor's office. Glad to hear each figure will be 'spotlighted' on social media.
- Chief Bright and Kathi Reinstein happy to see youth and library involved.
- Rachid Moukhabir excited to see we are using more social media for outreach.
- Lynn Alexis inquiries about including each person's name depicted on the banner.

ACTION: Chairperson Janine Grillo Marra and Dr Barros will follow up with Jackie to see how adding text could logistically work for the current and future banners.

b. Introduce Dr. Maritsa Barros, EdD, Chief Officer of Talent and Culture (Director of HRC)

Dr Barros spoke to share:

- Some personal and professional background information.
- She is excited to do DEI work which is not 'extra' work but should be at the forefront of all we do. Social Justice is part of her life purpose.
- Three weeks in the job she is learning: what matters, what's working, what's missing?
- Five Point Plan:
 - Meet the People (internal and external communities)
 - Rally the team (REMAP, HRC, Disability, Vets, Elders) not reinvent the wheel which includes a wide definition of diversity and racial equity
 - Assessment and Tracking (data driven) – acknowledges Reuben Kantor for securing a grant
 - Communications – working closely with Jackie and others involved in communication and marketing
 - Regional Initiatives – collaborate with those outside the community but in the region
- This action plan aligns the racial equity vision of the City with HRC, to increase a sense of belonging and representation in the City. Where are gaps? Will be careful to build systems and structures that are sustainable and not dependent on a specific person(s).

Commissioner input:

- All HRC Members welcome Dr Barros, thank her for sharing, and are excited to have a Director for the HRC.
- Kathi Reinstein mentions that she works for ROCCA and other HRC Members work for local non-profits engaged in advocacy work. These organizations may like to host Dr Barros who agrees it would be good to make these connections.
- Other points mentioned:
 - Many agree with having systems which outlast a particular person(s)
 - In addition to creating sustainable systems, we need to consider mindsets in the community which may be more challenging



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- Like approach of working inward to outward so that the community and world are included, not considered 'extra'
- Change is a process not an event
- Consider a living document of how we integrate our work and practice it in the community, a social justice framework
- The vulnerable and marginalized having basic rights is almost a subset of HRC

c. Revisit HRC Agreements (Shared Intentions)

- Chairperson Grillo Marra shares her screen with the document draft which she updated from last meeting's input and added a possible sub bullet for respecting the role of the Chair and sound of the gavel.
- Kourou Pich suggests that we add "speak and listen from the heart" as well as share a final draft for community input.
 - There was much agreement for community input. Discussion arose about the need to have some boundaries with these guidelines (and a timeframe for giving input) since we are inviting the public into this meeting space with us.
- Kathi Reinstein requests elaboration with "what's learned here leaves here."
 - Lynn Alexis states this means bringing what is learned into the community [and world] for the betterment of all.
- Kathi Reinstein suggests we might include any defined behaviors and steps for disorderly conduct be written and posted for public display.
- Both Kathi Reinstein and Rachid Moukhabir question whether documentation about Chambers etiquette already exists since the HRC should be treated as any other Board.

ACTIONS:

1. Since there is a clear need for further discussion, the group agreed to a small working group on the project. Rev Tim Bogertman, Chairperson Grillo Marra and Dr Barros will work on this project and report back to the full HRC.
2. Chairperson Grillo Marra will follow up with City Clerk, Ashley Melnik, to see what supportive documents and information she might provide regarding Chambers etiquette.

7) **Other Business** - NONE

8) **Public Forum** (community members have opportunity to address the HRC) - NONE

9) **Adjournment**

Prior to adjournment Chairperson Janine Grillo Marra extends a warm thank you to Reuben Kantor for his generous time and work to support the HRC since reactivation.

Rev Tim Bogertman MOTIONS to adjourn, Kathi Reinstein seconds; All are in favor.

Meeting adjourned. We will reconvene on March 3rd for the next monthly meeting.