

City of Revere Human Rights Commission

Minutes for Monthly Zoom Meeting 1/7/2021

Attendance:

Present: Chairperson Janine Grillo Marra, Vice Chair Chaimaa M. Hossaini, Lynn Alexis, Chief Christopher Bright, Jalon Fowler, Dr. Lourenco Garcia, Rachid Moukhabir, Kourou Pich, Kathi Ann Reinstein

Absent: Reverend Timothy Bogertman, Chief David Callahan

Dec 3, 2020 Minutes:

Chief Bright motions approval of meeting minutes for the December 3rd general meeting. Kourou and Lynn second motion which passes.

Presentation from Mayor Arrigo:

The Mayor shared his concern over recent events at the Capitol and how this does not reflect democracy. He is grateful for the reactivation of the HRC and looks forward to the work we will do to promote fairness, equality, and respect.

Executive Director (ED) Status:

Chairperson Janine Grillo Marra speaks about the priority of having an Executive Director in place to provide input for important decisions and foundational processes.

Kathi Reinstein inquired about the salary/monetary value for the Executive Director position. Mayor Arrigo informs the Commission that this can be considered for the 2022 budget which runs the fiscal year of July 1st to June 30th.

Chaimaa Hossaini suggests a placeholder in the interim until the official position is filled but more information from the Mayor should be provided.

Dr. Garcia suggests someone have the position for a year on a trial basis which may lead to the fulfillment of the position officially by that same person.

More input is needed from the Commission and City staff, i.e., Human Resources, City Clerk, Legal, to develop a job description for the Executive Director.

Chairperson Janine Grillo Marra feels the ED will need to be a paid position and will be presented for the 2021-2022 budget once more information is clear about the position.

She requests Commissioners submit any possible Candidates for the ED position as well as recommendations for job criteria and/or sample job descriptions.

Meeting Format:

Chairperson Janine Grillo Marra reviewed ideas from the last meeting about having group norms and including a process for attendees (people from the public) to speak.

Kourou Pich has provided her with resources about Circle meetings and may be able to offer a free training if the Executive Director and Commissioners agree to pursue this format.

Mission Statement Subcommittee Report (Chaimaa Hossaini, Chair of Subcommittee):

The subcommittee met and reviewed the 4 Mission Statements which were discussed at the December 3rd general meeting as well as 3 additional ones which were submitted after that meeting. They collaborated to create the one Statement which was distributed prior to this meeting. Other relevant information which has been submitted up to this point has been saved since the language can be included as we decide how to elaborate, i.e., Vision, Values, Goals, Objectives etc.

Mission Statement review, discussion, and finalization:

The Mission Statement presented by the Subcommittee is positively accepted by Commissioners.

The Commission discussed whether we need further public input. The majority felt they have already solicited input from the community. The statement is not concrete and can be reviewed or updated annually. Additional feedback from the public can and may be used in the objectives and further elaboration of the Mission Statement.

Kathi Reinstein motions and Chief Bright seconds to finalize the Mission Statement and post on the HRC webpage. Commissioners unanimously agree.

Other business:

Discussed that any educational classes and training to dismantle institutional racism should be available not only to the HRC but to fellow City Officials and the entire community.

Kourou Pich mentions that the Cambridge HRC is having success and we may consider using them as a resource.

Discussed the need for Mission Statement Subcommittee and whether to create a new subcommittee to work on elaboration of Mission Statement. Lynn Alexis suggests that since we are awaiting an Executive Director to create foundational processes, we could use some time at the monthly meetings to continue working as a group on Vision, Values, Goals, Objectives etc.

Kourou Pich makes motion to adjourn and Dr. Garcia seconds.

Meeting adjourned.