

## **City of Revere Human Rights Commission**

### **Minutes for Monthly Zoom Meeting 2/4/2021**

#### **Attendance:**

Present: Chairperson Janine Grillo Marra, Vice Chair Chaimaa M. Hossaini, Lynn Alexis, Reverend Timothy Bogertman, Chief Christopher Bright, Chief David Callahan, Jalon Fowler, Dr. Lourenco Garcia, Rachid Moukhabir, Kourou Pich, Kathi Ann Reinstein. Absent: None

#### **January 7, 2021 Minutes:**

Kathi Reinstein motions to approve the minutes. Kourou Pich seconds. All in favor.

#### **Executive Director (ED) Job Description Draft:**

Draft of job description overall received positively by all Commissioners. Chairperson Janine Grillo Marra states that the ED will likely be a paid position with a large salary range so we can decide salary and hours based on the candidates' qualifications. However, we cannot publicize this until the next fiscal year budget is approved. In the meantime, salary and hours must display as TBD.

After screen share of the document and Commissioner input, these recommendations are made:

- Under essential functions bullet #5, add faith-based organizations.
- Add a new bullet under essential functions to reflect positive community engagement.
- Under Qualifications, after Bachelor's in Humanities or Political Science, add wording "or other related fields that support the functions of the HRC" so it is not so limiting.
- Request that the HR department include some language so that if a Candidate is an excellent fit yet does not have a bachelor's degree, the candidate may still be considered and undergo certain training as deemed necessary by the HRC members.

Jalon Fowler motions to accept the job description with the noted recommendations and pass along to Mayor's office and HR department. Rachid Moukhabir seconds. All vote in favor.

#### **MLK holiday, Black History month and Women's History month**

Discussion on the following:

- The City has not recognized MLK holiday in the past.
- At the January 25, 2021 City Council meeting, the Council requested that the Mayor display a banner at City Hall for February Black history month depicting Martin Luther King Jr.
- The banner to be displayed is screen shared by Chair Janine Grillo Marra.
- A Black history banner in the future to include a variety of Black historical figures with graphics clearly depicting them.
- Women's history month is March and International Women's day is March 8 2021.
- Use the City's calendar to increase awareness around important dates and cultural celebrations.

Kathi Reinstein motions for a subcommittee [on cultural holidays and celebrations]. Lynn Alexis seconds the motion. All in favor.

### **311 Request – History of Revere**

The City received a request from a person of color concerned that the Revere History Museum at 108 Beach Street promotes white supremacy and institutional racism. The request also asks that the HRC review the Museum and make recommendations about the narrative Revere is promoting.

Chairperson Janine Grillo Marra invites all Commissioners to visit the Museum and have further discussion at our next monthly meeting. The 311 information will be provided to all Commission members after this meeting.

Chief Bright motions to table the topic until next meeting. Kathi Reinstein seconds. All in favor.

### **Community Listening Tour**

Chair Janine Grillo Marra proposes the idea of a community listening tour. This would involve 2-3 evenings when the community is invited to give input about the HRC's role. Vice Chair Chaimaa M. Hossaini will head up these meetings with City staff Reuben Kantor. Other Commissioners should plan to attend at least one so that we have a small group of Commissioners at each meeting.

All Commissioners unanimously agree this is a great way to receive community input. Logistical details to follow, after the meeting.

### **Considerations for Mission Statement Elaboration**

Chair Janine Grillo Marra presents a document containing valuable language presented during previous Mission Statement submissions and discussions. This information is now all in one place for future reference as we elaborate on the Mission Statement. She suggests that we wait until we receive community input from the listening tour and then revisit this topic.

Chief Bright motions to table until we get community input. Chief Callahan seconds. All in favor.

### **Anti-racism and Anti-oppression Training for Commissioners**

Chair Janine Grillo Marra proposes the idea of a short half day or day long training for the HRC Commissioners to help bond and create a foundational outlook. She mentions that she knows of a group who could offer a customized training for the Commission itself, rather than joining a larger program. Since HRC has no current budget, training cost is a concern.

All Commissioners unanimously agree to pursue this idea. Kourou Pich and Dr Garcia offer to reach out to contacts for possible monies. Rachid Moukhabir mentions that Attorney Melanie Gleason of Lawyers for Civil Rights may be a resource. Dr Garcia suggests these topics be included: systemic racism, how to have difficult conversations, community engagement. Kourou Pich also suggests we include all types of "isms." More details to follow as received. Commissioners will have an opportunity to provide input about the training.

Chief Chris Bright motions to adjourn. Tim Bogertman seconds. All in favor. Meeting adjourned.