



CITY OF REVERE HUMAN RIGHTS COMMISSION

5:00 pm Eastern Time

Location: City Council Chambers

To contact the HRC: ONLINE [Revere.org/HRC](https://www.revere.org/HRC) or CALL Claudia Correa, Director, at 781-286-8115

Monthly Meeting on April 6, 2023

Minutes

1) Chairperson Janine Grillo Marra calls meeting to order.

2) Roll Call of Commissioners (Currently 9 Active members)

- Chief Chris Bright, Chief Dave Callahan, Dr Lourenco Garcia, Vice Chair Hossaini, Molly McGee, Kourou Pich, and Chair Janine Grillo Marra are present.
- Rev Tim Bogertman and Rachid Moukhabir are absent.
- Quorum in attendance.

3) Land Acknowledgment

Recognizes and respects Indigenous Peoples as traditional stewards of this land. Includes moment of silence to acknowledge that Revere is the land of the Pawtucket tribe.

4) Arrive & Settle - Brief Silence

The Board takes several moments to experience a greater state of Presence.

5) Approval of Minutes from the March 9th Monthly Meeting

Commissioner McGee MOTIONS to approve the minutes and Vice Chair Hossaini seconds; All are in favor.

6) Open Forum (opportunity for questions and comments about agenda items)

NONE – No guests

7) Monthly Acknowledgements

Chair Grillo Marra shares the monthly acknowledgments from the Cultural Awareness & Events Calendar on the HRC webpage. She then invites HRC Members and Director to offer remarks:

- Vice Chair Hossaini shares information on Ramadan. Iftar dinner at Senior Center April 14.
 - Month-long commitment by Muslims to fast from sunrise to sunset.
 - Dates are based on the Lunar calendar and vary each year.
 - Fasting helps cultivate deeper patience with oneself and others.
- Commissioner Pich shares information about Cambodian New Year.
 - Three-day celebration on April 14-16 with each day having a different meaning.
 - The Cambodian temple on Thorndike Street hosts a celebration Sat and Sun.
 - There is a Cambodian restaurant on Shirley Ave to experience cuisine.



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- Dr Garcia and Director Correa share updates about the Racial Equity Challenge, April 3-24.
 - Hosted by Food Solutions of New England.
 - Second year Revere is participating.
 - 2023 theme “From Me to We: Building a Culture of Wellbeing and Belonging.”
 - Wide array of valuable resources included.
 - Online Padlet and periodic Zoom meetings available to share reflections.
 - If interested in joining, directly contact Dr Garcia, Director Correa or use HRC webpage as contact.

8) **HRC Group Norms/Shared Agreements** (see Resource at the end of Minutes)

Chair Grillo Marra reports that with the new Director in January, the HRC had two mini-retreats in February and March for team building to finalize Group Norms/Shared Agreements.

- Chair shares the document on the monitor.
- Discussion about the line ‘brave and safe space’ and need to elaborate with a sub bullet that it refers to physical, emotional, mental, and environmental.
 - Under same area, need to add line, i.e., “Hate speech is prohibited.”
- This document is intended for the Board’s use. Further consideration and future discussion are needed if it is to be expanded beyond the Board.
- Director Correa mentioned we also need to consider how to enforce (if someone violates the Norms/Agreements) and Dr Garcia expressed that since this is procedural, we may need a separate document.

ACTION: Chair Grillo Marra will add sub bullets and send follow-up information for Board members to review and prepare for the next meeting when we revisit this topic.

9) **HRC Yearly Roadmap of Activities** (second draft)

The first draft was presented and discussed at the previous March 9 HRC monthly meeting.

- Chair Grillo Marra shares a second draft on the monitor with updates based on the last meeting discussion.
- This working document is a fluid, skeletal structure and will be converted into a spreadsheet with greater ability to edit/update accordingly and to track needs and actions.
- Director Correa is reforming a City-wide events planning committee with key staff, Department Heads, and Board representatives to streamline and improve communication efforts for City-wide events. This will also help support for planning and resources.

ACTION: Chair Grillo Marra will request HRC Administrative Assistant to begin converting this document into a working spreadsheet.



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10) HRC Working Groups (revisit and reevaluate)

- a. Cultural Events and Celebrations
- b. Education and Outreach
- c. Evaluation
- d. Special Task Force for Public Mediations

Chair Grillo Marra provides some context that these were created with Dr Barros, former Director, at the HRC monthly meeting, May 2022.

- Cultural Events and Celebrations group has two functions: 1. To support community members who need information about hosting an event, i.e., permits etc. and 2. To be a liaison with the Director and the reformed City-wide events planning committee.
- The Special Task Force for Public Mediations was temporarily formed to investigate this feasibility based on requests from a resident at HRC meetings.
 - City Solicitor, Paul Capizzi, gave input that there is no such platform of a Public Meditation so this Task Force will be dissolved.
 - The HRC will explore other venues to have difficult conversations and dialogues.
- The Chair states that tonight's discussion is to focus on the groups themselves. We will discuss the membership of each working group at the next meeting.
- The Chair also mentions that Commissioner McGee has an interest and aptitude for historical research so inquires if this should be included in one of the groups or be a group on its own.
- Significant discussion about how the groups should be recreated, i.e., Education, Research and Evaluation or Education, Outreach and Evaluation. No resolution.
- All agreed that there will be overlap among the groups.
- Also discussed the importance of having roles and goals clearly stated for each group.

ACTION: Chair Grillo Marra will send follow-up information for the Board members to review and prepare for the next meeting when we revisit this topic.

11) Other Business NONE

12) Adjournment

Chief Bright MOTIONS to adjourn. Commissioner McGee seconds. All in favor. Meeting adjourned.



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RESOURCE FOR MEETING:

HRC Group Norms/Shared Agreements (Feb-Mar 2023)

ATMOSPHERE & RELATIONSHIPS

- Create a brave and safe space where everyone's input is welcome and valued.
- Establish trust and get to know each other in various ways, personally and professionally.
- Respect all perspectives:
 - Listen without judgment, even if you disagree.
 - Keep an open mind.
- Hold each other accountable with care and compassion.
 - Assume best intentions but recognize impact.
- Honor one another - challenge ideas and not the person.

COMMUNICATION

- Speak from your own perspective rather than trying to speak for others.
 - For instance, "I feel ... in my experience."
 - Ask clarifying questions without fear.
 - Seek to understand and move the conversation forward.
- Respect confidentiality: Stories stay in, learning goes out.
- Equity of voice: Monitor your airtime and allow space for all to share.
- Be prepared to have uncomfortable conversations.
 - Be aware of body language.