

**CITY OF REVERE HUMAN RIGHTS COMMISSION**

**November 4, 2021, Meeting**

**5:00 pm EDT**

**Location: City Hall Council Chambers or via Zoom**

**Meeting Minutes DRAFT**

**1) Chairperson Janine Grillo Marra calls meeting to order.**

**2) Roll Call of Commissioners**

- Lynn Alexis, Chief David Callahan and Kourou Pich – present remotely on Zoom.
- Dr Garcia is absent.
- All other Commissioners are present in person.
- Quorum present.

**3) Arrive & Settle - Brief Silence**

**4) Approval of Minutes from the October 7<sup>th</sup> Meeting.**

Chief Bright MOTIONS to approve the minutes and Rachid Moukhabir seconds; All are in favor.

**5) Cultural Holidays and Celebrations Subcommittee Update**

Chairperson Grillo Marra reports that Subcommittee Chair, Kathi Reinstein, resigned from this subcommittee due to increased work demands and schedule conflicts. Chair Grillo Marra appointed Vice Chair Chaimaa Hossaini as Subcommittee Chair and she accepted. Considering the hiring of a Diversity and Inclusion Director, the subcommittee members will remain as is for now since all aspects of subcommittees will be considered once Director is in place. Kathi Reinstein thanks all subcommittee members, Reuben Kantor and HRC Chair for their work and support.

ACTION: This subcommittee to meet 1-2 times before the end of year and will report to full HRC.

**6) Topics for Discussion:**

**a. Presentation *Planting Seeds for Reconciliation* Grant Project (Kathleen Heiser, Grant Writer)**

Overview:

- Kathleen introduced herself, her personal history, and her history with the community.
- The subtext of this project is “the action of making one view or belief compatible with another.”
- We are all immigrants in one way unless Native American. We all have a story.
- Project intent is to bridge the gap between older and newer generations of immigrants to increase empathy and connection.
- Project is based on creating story boards – Where are you from? Why did you leave? Successes and tribulations?
- Those who participate will receive a \$50 gift card.
- Story boards will be displayed in schools as well as other locations in the City, i.e., history museum, library.

- Possibly include actual “seeds” to plant as part of the project.
- Utilize youth to conduct interviews.
- Two parts of project:
  - Community story boards with a dinner/celebration which will be broadcast on RevereTV.
  - Distribute across schools and other places - Make lobbies of schools more welcoming and informative with various materials/media in different languages.

### **HRC Members’ Questions and Discussion:**

All members express appreciation, excitement, and support for the project.

Lynn Alexis: Likes video idea in school lobbies and feels is doable. What is our role as HRC?

Kathleen Heiser: HRC role is to support and encourage story boards.

Rev Tim Bogertman: Suggests including stories of faith. And at dinner celebration to incorporate ethnic foods. HRC can support the reconciliation, especially of what’s difficult, and we could have a segment on this project when we have a HRC show on RevereTV.

Kathi Reinstein: Suggests working with the City to create a graphic to share on social media etc. to increase outreach. Senior Center may be another location to include as well as local businesses, i.e., Casablanca House of Pastry.

Kourou Pich: Agrees storytelling is so important as well as including youth.

Chief Bright: This is great timing and much needed to bridge older and newer immigrants. Welcomes displays at all Revere Fire Stations.

Rachid Moukhabir: Shares testimonials of Kathleen’s character – welcoming, trusting, and supportive. He will collaborate with Kathleen to incorporate this project in the multicultural exhibit at the history museum. Suggests that if using a graphic of a large world map to consider adding pins to represent different locations and countries represented, possibly to be displayed at City Hall.

Vice Chair Chaimaa Hossaini: Suggests having participants share their experiences in their own language. She also suggests that any flags displayed on the big world map graphic be more reflective of Revere’s demographic.

Chief Callahan welcomes displays at the Police Station.

Chairperson Grillo Marra had previously discussed the project with Kathleen and suggested the use of “person” instead of “student” to be more inclusive. Also, she emphasizes that once a Diversity and Inclusion Director is in place, this will hopefully be a great benefit to coordinate and streamline the various individual and group's valuable work, so we are all aware of each other's efforts and maximizing the impact for the community.

**ACTION:** Kathleen distributed print materials and will send Chairperson Grillo Marra online materials to email the HRC members. She will follow up and request further HRC input and support as needed.

**b. Update on Reapportioning (Reuben Kantor, Committee Chair)**

Overview:

- Redrawing process is in the “homestretch.”
- The State Legislature already provided input to redraw lines so that must be followed.
- Screensharing of the new Ward map which was just submitted to the City Council.
- Hearings scheduled for Mon 11/15 and Thu 11/18.
- Ward 2 outgrew its legal boundaries and was decreased in size. Ward 6 was increased.
- Screensharing included the Demographic breakdown of Ward configuration which are now more reflective of recent community changes in demographics.

**HRC Members’ Questions and Discussion:**

All members express appreciation for the work involved in this project.

Kathi Reinstein: Asks if this information is available to view online?

Reuben Kantor: Yes – <https://www.revere.org/redrawingRevere>

Kourou Pich: Does this information include voting ages?

Reuben Kantor: Yes. Screenshared demographic info indicating columns on right.

Rachid Moukhabir: Asks if income data is collected. Can residents afford to live here?

Reuben Kantor: U.S. Census data does not include income however 2019 ACS Survey does include some of this data. The City is in the process of compiling updated information however in the meantime, there is some data from 2019 on the City website: <https://www.revere.org/next-stop-revere>

Vice Chair Chaimaa Hossaini: Asks about American Legion highway splitting Ward 2.

Reuben Kantor: Ward 2 has been adjusted so everything is now east of highway.

Rev Tim Bogertman: Notes Ward 3 is now smaller yet Wards 1 and 3 seem more balanced.

Reuben Kantor: The team eliminated or minimized divisions of natural boundaries.

Chief Bright: Looks forward to diving into the data.

Lynn Alexis, Chief Callahan, and Chair Grillo Marra have no additional questions or input.

7) **Other Business** - NONE

8) **Public Forum** - NONE

9) **Adjournment**

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

Meeting adjourned. We will reconvene on December 2<sup>nd</sup> for the next monthly meeting.