



CITY OF REVERE HUMAN RIGHTS COMMISSION

5:00 pm Eastern Time

Location: City Council Chambers or via ZOOM

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 May 4, 2023

Minutes DRAFT

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

2) **Roll Call of Commissioners**

- Present in person: Rev Tim Bogertman, Chief Chris Bright, Dr Lourenco Garcia, Vice Chair Chaimaa Hossaini, Attorney Molly McGee, Kourou Pich, and Chair Janine Grillo Marra
- Present remotely on Zoom: Rachid Moukhabir
- Absent: Chief Dave Callahan
- Quorum in attendance.

NOTE:

Chair Grillo Marra requests suspension of rules to go out of order with agenda items and proceed to #10 HRC Structure and Changes (Officers, Members). No objection.

Chair Grillo Marra announces that at the end of this meeting she will be taking a sabbatical from all work and activities for 12-15 months. Therefore, she is relinquishing her seat on the Commission and has asked not to be reappointed at this time. The Vice Chair will become the acting Chair and additional Officers will be determined at a future meeting. In the spirit of this transition, Vice Chair Hossaini and Chair Grillo Marra will co-Chair this meeting.

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 April 6th Monthly Meeting**

Chief Bright MOTIONS to approve the minutes and Commissioner Pich; All are in favor.

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

NONE – No guests



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7) Monthly Acknowledgements

Vice Chair Hossaini shares the monthly acknowledgments from the Cultural Awareness & Events Calendar on the HRC webpage: Jewish American Heritage Month, National Asian American & Pacific Islander Heritage Month (AAPI), South Asian Heritage Month, Haitian Heritage Month, Indian Heritage Month, Mental Health Month, Older Americans Month

8) HRC Group Norms/Shared Agreements (topic continued from April 6 meeting)

Chair Grillo Marra introduces and summarizes the topic as continued from last month and states that at this time it would be best to focus and complete this for the HRC (not the community).

The HRC can revisit this topic as needed for discussions with the community to edit and update this document.

The Chair then shares her screen with the document from last month including red font text on the areas that needed further discussion as well as additional text with elaborative comments or references.

Vice Chair Hossaini oversees discussion around whether to define safe space and whether to include the line about hate speech and any resources.

After discussion the group agreed:

- Keep the language as is 'safe space' and no need to elaborate.
- Keep 'Hate Speech is prohibited' and use UN reference link for further elaboration.

Attorney McGee MOTIONS to approve the HRC Group Norms/Shared Agreements with the above-mentioned points. Chief Bright seconds; All in favor.

See updated document at end of minutes.

9) Revisit and Reevaluate HRC Working Groups (topic continued from April 6 meeting)

Chair Grillo Marra introduces and summarizes the topic as continued from last month and states that we first need to determine the Working Groups and then look at members for each group.

The HRC can evaluate and change the working groups over time as they deem necessary for best operations, communication, and overall functioning.

The Chair then shares her screen with the document from last month including red font text with summary notes from the last meeting. The name Cultural Events and Celebrations will stay as is.

Vice Chair Hossaini oversees discussion to see if there are preferences with other group names:

- Education, Research & Evaluation
- Education, Outreach & Evaluation
- Other ideas?



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After discussion the group agreed to these revised Working Groups and Members, with members overlapping if needed, as long as there is less than a quorum:

- Cultural Events and Celebrations
 - Vice Chair Hossaini, Chief Bright, Commissioner Moukhabir
- Education, Research, and Evaluation
 - Dr Garcia, Attorney McGee, Rev Bogertman
- Community Outreach and Organization
 - Commissioner Pich, Attorney McGee

Rev Bogertman MOTIONS to approve the revised HRC Working Groups and Attorney McGee seconds; All in favor.

10) **HRC Structure and Changes (Officers, Members)** – see above NOTE.

11) Other Business

Chief Bright presents Chair Grillo Marra with a Certificate of Commendation from Mayor Arrigo, dated April 20, 2023.

Chair Grillo Marra takes this opportunity to thank HRC members for their service and expresses her appreciation for the relationships and learning within this group and the community since October 2020.

12) Adjournment

Commissioner Pich MOTIONS to adjourn. Dr Garcia seconds. All in favor. Meeting adjourned.



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HRC Group Norms/Shared Agreements

ATMOSPHERE & RELATIONSHIPS

- Create a brave and safe space where everyone's input is welcome and valued.
 - Hate Speech* is prohibited.
- 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.

*RESOURCE for Hate Speech:

<https://www.un.org/en/hate-speech/understanding-hate-speech/what-is-hate-speech>