

CITY OF REVERE HUMAN RIGHTS COMMISSION

September 2, 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 and Chief David Callahan – present remotely on Zoom.
- Jalon Fowler and Rachid Moukhabir absent.
- All other Commissioners are present in person.

3) Arrive & Settle - Brief Silence

4) Approval of Minutes from the August 5th Meeting.

Lynn Alexis MOTIONS to approve the minutes and Kourou Pich seconds; All are in favor.

5) Topics for Discussion:

a. RPD updated *Use of Force* presentation on August 5th meeting

Follow up thoughts and discussion:

- All Commissioners feel it was a great presentation and are grateful for the transparency. Thanks to RPD and Sergeant Turner.
- Highlights that were reiterated:
 - Diversification of staff needs to be at forefront.
 - Concern that recruitment is statewide and based on test scores.
 - Implicit bias training needs more hours and how will this be measured?
 - Annual physical fitness testing is only required at State level.
- Chief Callahan provides preliminary responses:
 - Fitness testing: agrees and is trying to improve and implement locally. Also needs to happen in State legislature. Could possibly visit at contractual level with Officers.
 - Staff Diversity: Currently RPD at 25% women and POC. There has been a recent increase in hiring of those from Latino cultures which has been extremely beneficial in relating to the community. Plans to continue with increasing these type of hires.
 - Implicit Bias training: The RPD plans to do more training on their own and is overall ahead of the curve in the State. Kourou Pich inquires how this will be measured? Dr Garcia states there are scientific based tests to measure this. He will send to Chairperson Grillo Marra who will share with Chief Callahan and the full HRC.

b. HRC Resources Webpage

Update from Project Leader Chaimaa Hossaini

- Vice Chair Hossaini shares an overview of the work that has been done to create the Google form to submit HRC resources which is being tested internally at this point.
- Reuben Kantor shares his screen to display the Google form while Vice Chair Hossaini reads the form aloud.

Review and discuss Google form

- A few Commissioners had some technical issues with the form. Chairperson Grillo Marra confirmed that they submitted it correctly.
- Kourou Pich recommends adding # Disability or Ableism.
- Rev Tim Bogertman recommends adding # Christianity.
- Chairperson Grillo Marra suggests # Religion or # Spiritual so that no groups are overlooked.
- Dr Garcia recommends adding # Gender.
- Vice Chair Chaimaa Hossaini wants to make it more accessible for those who are not tech-savvy; have the form in different languages and have it accessible to those who are disabled.
- Chairperson Grillo Marra share her screen to display an overview of how the Google form integrates with a Resources spreadsheet and webpage.
- The HRC will discuss this project further at a future meeting.

c. Update on Reprecincting (Reuben Kantor, Committee Chair)

- Overview:
 - Happens every 10 years after census data is released.
 - Legally, each precinct/ward must be about the same size.
 - Revere is the fastest growing city/town in the State.
 - One uncertainty is that the State legislature needs to determine if they will change legislative precincts/districts before or after cities and towns.
 - Revere will start having public forums on the necessity to redraw wards/precincts. Drafts of maps to be included.
 - Two key points are “packing” (all persons of interest in one place) and “fragmenting” (dispersing all persons of interest).
 - 2020 Census shows that Revere is a majority (52%) BIPOC community which is a significant increase since 2010 with Hispanic/Latino being the highest, especially Ward 2. Ward 6 has the slowest BIPOC growth. Dedicated section on the City website: Revere.org “It’s time to draw the lines” for info and input.

HRC Members’ Questions and Discussion:

All members express appreciation for the update and excitement to see changes.

Kathi Reinstein: Are all lines up for consideration?

Reuben Kantor: Yes and there will be effort to make it as geographically natural as possible.

Dr Garcia: States that the data reinforces the work that the Mayor and Administration are doing to reexamine practices to serve all populations.

Lynn Alexis: How can we get a copy of the presentation?

Reuben Kantor: This information is on the Election Department website in the “forms and links” section.

Rev Tim Bogertman: How to prevent fragmenting?

Reuben Kantor: 1. To not draw lines with that specific intent. 2. The drafts of maps will include demographics and data.

Kourou Pich: What about Housing and Economic impact?

Reuben Kantor: Number of housing units grew in same percentage as the population. Ward 2 increased in population but decreased in density. Still gathering specific data. Federal funding also looking at the data. Acknowledges Dimple Rana and her team for their work on this project.

Chief Callahan: Does this address affordability and income since housing prices have increased?

Reuben Kantor: Census has income data but not housing data. Will need to rely on other sources regarding affordable housing. Additional, deeper Census data forthcoming.

Vice Chair Hossaini: 1. Why should redrawing the lines make an area smaller? 2. Who makes the decisions about packing and fragmenting? 3. Who is on the group creating drafts of maps and proposed lines? How to avoid bias?

Reuben Kantor: 1. Screen shared data comparing 2010 and 2020 (bar graph) to illustrate why Ward 2 would need to be smaller. 2. There will be drafts of maps presented at public forums where feedback can be given to then redraw the maps. Eventually the City Council and then the State approves. 3. The Mayor and Administration have values to be more inclusive and there are a lot of eyes on Revere right now.

- 6) **Other Business** – Dr Garcia and Kourou Pich inquire about the DEI Director position. Chairperson Grillo Marra states that the HR Director has been very sick and there has been a pause in the process however to her understanding there have been several applications submitted. The HR Director needs to vet the resumes and schedule interviews once he is well and back to work. Chairperson Grillo Marra will update the Commissioners once she has more concrete information.

7) Public Forum - NONE

8) Adjournment

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

Meeting adjourned. We will reconvene on October 7th for the next monthly meeting.