



**CITY OF SALEM  
RACE EQUITY COMMISSION**

98 WASHINGTON STREET  
SALEM, MASSACHUSETTS 01970  
978.745-9595 x. 42505

**MEETING NOTICE AND AGENDA**

Notice is hereby given that a meeting of the Salem Race Equity Commission (REC) will be held **on Thursday, January 5, 2023 at 5:30 p.m.** via remote participation in accordance with Chapter 107 of the Act of 2022. Every effort will be made to ensure that the public can adequately access the proceedings in real time, via technological means. In the event that we are unable to do so on matters not requiring a public hearing, we will post on the City of Salem's website an audio or video recording, transcript, or other comprehensive record of proceedings as soon as possible after the meeting.

Meetings of the REC take place on the first Thursday of the month from 5:30-7:30pm unless otherwise noted.

**Click the link below to join the webinar:**

<https://us02web.zoom.us/j/89001867889?pwd=TEExsajNBWxFha3FhS2Zrb0xQTy9kdz09>

**Password: 1122**

**Webinar ID: 890 0186 7889**

Or iPhone one-tap :

US: 8884754499,,89001867889# (Toll Free) or 8335480276,,89001867889# (Toll Free)

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: 888 475 4499 (Toll Free) or 833 548 0276 (Toll Free) or 833 548 0282 (Toll Free) or 877 853 5257 (Toll Free)

**Know your rights under the Open Meeting Law M.G.L. c. 30A §18-25  
and City Ordinance Sections 2-2028 through 2-2033**

## AGENDA

### 0. Roll Call

Alphonse Wright, REC Vice Chair  
Shantel Alix  
Rosa Alvarado  
Nicole McLaughlin  
Paola Miranda  
Tara Dhanraj Roden  
Alexandra Ramos  
Kenzie Chin

City of Salem Diversity, Equity and  
Inclusion Director: Regina Zaragoza Frey,  
REC Chair  
Chief of Police: Lucas Miller  
City of Salem Human Resources Director:  
Lisa Cammarata  
Salem Public Schools Superintendent: Dr.  
Stephen Zrike  
City Council Liaison: Leveille McClain

1. Approve previous meeting minutes.
  - . December 1, 2022
2. Discuss taking minute notes and position of Secretary in the REC.
  - . Feedback from City Solicitor – If a different committee member volunteers to take meeting minutes, the REC can refrain from appointing a Secretary until the Commission is ready to assign a Secretary.
3. Hate Speech vs. Free Speech – discussion regarding incidents of hate speech across Massachusetts in the current political climate.
  - . [Dangerous Speech Project](#)
  - a. [Free Speech vs. Hate Speech](#)
  - b. [Hate Speech Law in Massachusetts](#)
  - c. [Hate Speech and Hate Crime](#)
4. Follow Up discussion on Discrimination Form for the City of Salem.
  - . Flowchart discussion and brainstorming led by DEI Director.
  - a. Reporting tool models to consider:
    - i. [Middlesex DA's Office](#)
    - ii. City of Boston
    - iii. [Stop Asian Hate](#)
5. New business.
6. Adjournment.

Persons requiring auxiliary aids and services for effective communication such as sign language interpreter, an assistive listening device, or print material in digital format or a reasonable modification in programs, services, policies, or activities, may contact the City of Salem ADA Coordinator at 978-619-5678 or [lcammarata@salem.com](mailto:lcammarata@salem.com) as soon as possible and no less than two (2) business days before the meeting, program, or event.