



**CITY OF SALEM
RACE EQUITY COMMISSION**

98 WASHINGTON STREET
SALEM, MASSACHUSETTS 01970
978.745-9595 x. 41505

MEETING NOTICE AND AGENDA

Notice is hereby given that a meeting of the Salem Race Equity Commission (REC) will be held **on Thursday, May 4, 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)

CITY ORDINANCE

Sec.2-1032 of the City of Salem Ordinance relating to the Race Equity Commission states as follows:

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

There is hereby established a race equity commission for the purpose of:

1. Implementing elements of the city's race equity action plan and updating said plan periodically as necessary;
2. Advising departments and city officials on strategies and approaches to ensure municipal programs, policies, budgets, and ordinances are developed in a manner that avoid and reduce systemic racism and bias;
3. Developing and recommending initiatives, programs, and policies intended to reduce systemic racism and bias in Salem;
4. Designing and conducting hiring and recruitment programs and advise on employee training and retention programs to increase diversity and cultural competency of city staff;
5. Supporting and guiding community organizations, employers, associations, nonprofits, agencies, businesses, and others in methods by which they can help reduce systemic racism and improve racial equity in Salem; and
6. Seeking grants and other sources of support and resources to carry out the Commission's work.

AGENDA

1. Roll Call

Alphonse Wright ; 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 ;
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

2. Approve previous meeting minutes.
 - a. Thursday, February 5, 2023
 - b. Thursday, March 2, 2023
3. Note regarding REC member Shantel Alix – Personal break until July 2023.
4. Cybersecurity Compliance
 - a. City officials must use City emails instead of personal email. Contact IT during regular business hours if IT support is needed – (978) 825-3608.
5. Discrimination/Bias Survey Form follow up discussion. [Link to draft](#).
 - a. Review and discuss current fields on draft.
 - b. Discuss title of the form.
 - c. Discussion around including an option for attachments.
 - d. Providing definitions and/or examples of discrimination types.
6. Initial review of Race Equity Task Force Action Plan.

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- a. Community Culture.
- 7. New business.
- 8. 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 as soon as possible and no less than two (2) business days before the meeting, program, or event.