



**CITY OF SALEM
RACE EQUITY COMMISSION**

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

MEETING NOTICE AND AGENDA - REVISED

Notice is hereby given that a meeting of the Salem Race Equity Commission (REC) will be held **on Thursday, February 2, 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	City of Salem Diversity, Equity and
Shantel Alix	Inclusion Director: Regina Zaragoza Frey
Rosa Alvarado	Chief of Police: Lucas Miller
Nicole McLaughlin	City of Salem Human Resources Director:
Paola Miranda	Lisa Cammarata
Tara Dhanraj Roden	Salem Public Schools Superintendent: Dr.
Alexandra Ramos	Stephen Zrike
Kenzie Chin	City Council Liaison: Leveille McClain

2. Space for processing/discussion regarding the death of Tyre Nichols.
3. Approve previous meeting minutes.
 - a. December 1, 2022
4. Discuss taking minute notes and position of Secretary in the REC.
 - a. 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.
5. Hate Speech vs. Free Speech – discussion regarding incidents of hate speech across Massachusetts in the current political climate.
 - a. [Dangerous Speech Project](#)
 - b. [Free Speech vs. Hate Speech](#)
 - c. [Hate Speech Law in Massachusetts](#)
 - d. [Hate Speech and Hate Crime](#)
6. Follow Up discussion on Discrimination Form for the City of Salem.

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- a. Flowchart discussion and brainstorming led by DEI Director.
 - b. Reporting tool models to consider:
 - i. [Middlesex DA's Office](#)
 - ii. [City of Boston](#)
 - iii. [Stop Asian Hate](#)
7. Black Diaspora event in Old Town Hall hosted by Salem United throughout the month of February – UPDATE 1/31/2023 – the Government Boards and Commissions tabling event will likely be staffed by the Commissions' City liaisons.
- i. Suggested dates:
 1. Friday, Feb 24th 1-4pm
 2. Thursday, Feb 23rd from 4-7pm
 - ii. Discuss how the Race Equity Commission can be involved in the Black Diaspora event and decide on how the REC will participate. Options include:
 1. Having a special meeting during the month of February (date TBD by the Commission) for the purpose of raising awareness around public governance. As a part of this special meeting, the REC can focus on explaining its role and the history of its creation.
 2. Scheduling an intro or meet and greet session during the Black Diaspora event.
 3. Holding a panel with the Race Equity Commission and answer questions from the community.
 - b. Discuss created pamphlet that explains differences between the Race Equity Task Force, the Race Equity Commission, the Human Rights Coalition and the Diversity, Equity and Inclusion Department.
8. Introduction to the equity audit project for 2023-2024. Review draft for Request for Proposals.
9. New business.
10. 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.