



**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, December 1, 2022 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

### 1. Roll Call

Alphonse Wright

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

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. October 27, 2022

b. November 10, 2022

### 3. Vote on appointing a Chair, a Vice Chair and a Secretary of the REC.

a. Nomination by Beth Rennard to have Regina Zaragoza Frey, DEI Director, be the Chair of the REC.

b. Discuss other nominations and self-nominations as necessary.

### 4. Charlotte Forten Memorial project – Summary and request for involvement from members the REC members to service as Project Advisors. The Charlotte Forten Memorial Project Advisors Meeting will take place on Wednesday, December 7, 2022 from 3:30-5:00pm. See following link for more information:

<https://www.salemma.gov/public-art-commission/pages/charlotte-forten-memorial-project-0>

### 5. DEI Director to share feedback from City Solicitor regarding the creation of subcommittees in the REC.

### 6. Follow Up discussion on Discrimination Form for the City of Salem. Establish an outline for next steps.

### 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](mailto:lcammarata@salem.com) as soon as possible and no less than two (2) business days before the meeting, program, or event.