



CITY OF SALEM
RACE EQUITY COMMISSION
98 WASHINGTON STREET
SALEM, MASSACHUSETTS 01970
978.745-9595 X. 42505

FINAL – Approved 12/1/2022
MINUTES OF THE RACE EQUITY COMMISSION OCTOBER 27, 2022

A meeting of the Race Equity Commission (REC) was held on October 27, 2022 at 5:00 p.m., via ZOOM, an online video conference call system. Present on call were:

Race Equity Commission Members:

1. Alphonse Wright
2. Shantel Alix
3. Rosa Alvarado
4. Nicole McLaughlin
5. Paola Miranda
6. Tara Dhanraj Roden
7. Alexandra Ramos
8. Kenzie Chin

City Liaisons:

9. Lisa Cammarata, HR Director
10. Stephen Zrike, Salem PS Superintendent
11. Regina Zaragoza Frey, DEI Director
12. Lucas Miller, Police Chief

1. Review and Discuss the Purpose and Composition of the Commission (City Ordinance Chapter 2, Division 18)

The DEI Director gave a summary of the composition of the REC. The voting members are:

- Alphonse Wright
- Shantel Alix
- Rosa Alvarado
- Nicole McLaughlin
- Paola Miranda
- Tara Dhanraj Roden
- Alexandra Ramos
- Kenzie Chin

- Regina Zaragoza Frey
- Lisa Cammarata
- Dr. Stephen Zrike

The nonvoting members are:

- Lucas Miller
- Leveille McClain

2. Introduction by Regina Zaragoza Frey, DEI Director.

The DEI Director introduced the REC and gave a brief history of how the Commission was created following the recommendations set forth by the 2021 Salem Race Equity Task Force. This was a response to the murder of George Floyd and the national response around matters relating to race equity.

The Commission members introduced themselves to the group.

3. Presentation by Shawn Newton on Race Equity Task Force Report. Presentation will include an overall summary of the findings of the Task Force.

Associate Vice President and Dean of Students at Salem State University and Chair of the Salem Race Equity Task Force, Shawn Newton gave a presentation on the Report of the Race Equity Task Force, and outlined the recommendations set forth in each subcommittee of the Task Force.

4. Next Meeting Dates:

Thursday, November 10, at 5pm via ZOOM.

5. Adjournment

Respectfully submitted,

Regina Zaragoza Frey
DEI Director

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