



CITY OF SALEM
RACE EQUITY COMMISSION
98 WASHINGTON STREET
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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. Paola Miranda
5. Alexandra Ramos
6. Kenzie Chin

City Liaisons:

7. Lisa Cammarata, HR Director
8. Stephen Zrike, Salem PS Superintendent
9. Regina Zaragoza Frey, DEI Director
10. Lucas Miller, Police Chief
11. Leveille McClain, Salem City Council

1. Introduction by Regina Zaragoza Frey, DEI Director.

DEI Director gave a summary of previous meeting. City Council Liaison, Councilor McClain, and Kenzie Chin introduced themselves to the Commission.

2. Review and Discuss the Purpose and Composition of the REC (City Ordinance Chapter 2, Division 18). Presentation on the language of the ordinance by City of Salem’s City Solicitor, Beth Rennard.

Salem City Solicitor Beth Rennard gave a presentation regarding the language of the City Ordinance regarding the REC, what the expectations of the Commission are, and the composition of the Commission. She recommended that the REC adopt “Robert’s Rules” as its form of governance and making decisions and recommended that the DEI Director be assigned as Chair.

(Note: Since voting on assigning Chair for the REC was not on today's meeting agenda, the vote will occur during the next meeting.)

3. Discussion and vote regarding the regular meeting time for the REC moving forward.

DEI Director, Regina Zaragoza Frey, made a motion to make the REC recurring meeting time the first Thursday of the month. A roll call vote was taken, and the REC and the vote was unanimous in favor. The time of the meeting will default to 5:30-7:30pm unless otherwise decided by the Commission.

4. Discussion on the continuation of the subcommittees of the REC.

There was some discussion regarding the continuation of the subcommittees of the Race Equity Task Force in the REC. The subcommittees considered are Health, Education, Public Safety, Economy, and Culture.

DEI Director, Regina Zaragoza Frey, made a motion to table this topic indefinitely. A roll call vote was taken and the Commission voted in favor through a majority vote. Three members voted against: Alphonse Wright, Rosa Alvarado and Kenzie Chin.

5. Vote on whether the REC will attend the Diversity, Equity and Inclusion training – Suggestion for the REC to join the City Council.

The REC discussed having its members attend the DEI being offered to the City of Salem full time staff and the Salem City Council by the DEI Director.

DEI Director, Regina Zaragoza Frey, made a motion to recommend the DEI training for the REC. A roll call vote was taken and the REC voted unanimously in favor of recommending the REC attend the DEI training for the members that want to learn more about DEI concepts.

Attendance is optional for REC members. The REC can attend the training dates being offered to the City of Salem staff or the yet-to-be-determined training date for the City Council.

6. DEI Director to share recent reported incident of racism in the City.

DEI Director, Regina Zaragoza Frey shared a recent reported incident of racism reported by a City of Salem resident to the Superintendent of Salem Public Schools. The REC discussed the incident and how to appropriately respond to incidents of racism and discrimination in the City.

Further, the REC discussed the option of having a discrimination form available to the public to be able to track similar incidents and have quantifiable data. A reporting form has been discussed before in the Salem Human Rights Coalition, and the Chair, Alphonse Wright, who is also a REC member, was able to speak to the context of the work already completed with regards to the reporting form. The DEI Director was able to provide additional context in regard to a process being created in the School District as well.

REC member, Rosa Alvarado, made a motion to create a subcommittee to work on the discrimination form. Alphonse Wright seconded the motion. A roll call vote was taken and the REC voted unanimously in favor of the creation of a subcommittee regarding the creation of a Discrimination Form.

DEI Director will follow up with the group regarding the necessary steps and considerations regarding the creation of a subcommittee after meeting with the Salem City Solicitor.

7. Next meeting:

Thursday, December 1st, 5:30-7:30pm.

8. Adjournment

DEI Director, Regina Zaragoza Frey, made a motion to adjourn the meeting. The REC voted unanimously to adjourn the meeting.

Items to be considered for next meeting:

1. Vote for a Chair of the REC
2. Vote for a Secretary and Minute taker/Clerk of the REC
3. Follow up on the discussed reporting process for incidents of racism and/or discrimination in Salem and the creation of a subcommittee.

Respectfully submitted,

Regina Zaragoza Frey
DEI Director

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Sections 2-2028 through 2-2033**