



DOMINICK PANGALLO  
MAYOR

**CITY OF SALEM  
RACE EQUITY COMMISSION**

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

REGINA ZARAGOZA FREY, CHAIR  
ALPHONSE WRIGHT, VICE CHAIR

**MEETING NOTICE AND AGENDA**

Notice is hereby given that a meeting of the Salem Race Equity Commission (REC) will be held **on Thursday, December 7, 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 5:30-7:00pm 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:

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;

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

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 Inclusion
Shantel Alix	Director: Regina Zaragoza Frey
Rosa Alvarado	Chief of Police: Lucas Miller
Nicole McLaughlin	City of Salem Human Resources Director: Lisa
Paola Miranda	Cammarata
Tara Dhanraj Roden	Salem Public Schools Superintendent: Dr.
Alexandra Ramos	Stephen Zrike
Kenzie Chin	City Council Liaison: Leveille McClain

2. Approve previous meeting minutes.
  - a. November
3. Robert's Rules and Public Meeting Law discussion and clarification as it pertains to our conversations of the Race Equity Commission.
4. Equity Audit project update from ReadySet Solutions. (Continued from November agenda).
5. Recruitment and Retention of a Diverse and Representative Workforce Plan from HCH Enterprises.
  - a. Presentation of the final Plan for the City of Salem.
  - b. Continuing work with the Police and Fire Departments in the City of Salem
6. New business.
7. Public Comment.
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.