



DOMINICK PANGALLO
MAYOR

**CITY OF SALEM
RACE EQUITY COMMISSION**

98 WASHINGTON STREET
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REGINA ZARAGOZA FREY, CHAIR
ALPHONSE WRIGHT, VICE CHAIR

MEETING NOTICE AND AGENDA - REVISED

Notice is hereby given that a meeting of the Salem Race Equity Commission (REC) will be held **on Thursday, October 12, 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=TExsajNBWXFha3FoS2Zrb0xQTy9kdz09>

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. August
- b. September

3. Follow up regarding question submissions to League of Women Voters.

4. Follow up regarding public comment and Steve Kapantais' comment regarding Veteran's parking.

5. American Freedmen Commission Ordinance Proposal. Presentation from Saskia VannJames and Dr. Shields, City of Salem constituents.

- a. Description of presentation: On October 12th Saskia VannJames will give a presentation on 'American Freedmen Commission Ordinance Proposal' as part of an educational lesson on transitional justice. During this 45minute presentation attendees will understand institutional racism and impact of Supreme Court recent ruling on race no longer being used for affirmative action, understand transitional and reparative justice, summary of reparations, detailed overview of reparations, proposed solution, immediate vision for action, long term vision for action for city of Salem.
- b. Saskia VannJames Biography: Saskia is a Black queer woman whose ancestry includes American Freedmen and Honduran. Their successful transitional justice advocacy work includes giving presentations to the city of Cambridge which led the city of Cambridge to pass two racial justice policies in 2022 later sparking the city of Boston to pass policy for a reparations taskforce. Today, due to Saskia's advocacy, Cambridge Mayor and several city councilors are writing an ordinance for implementation of an American Freedmen Commission as part of transitional justice with truth and reconciliation taskforce underneath the commission before November 2023 elections. Today you will find Saskia's advocacy focused on land reclamation and heritage preservation as part of spatial reparations through the first reparatory justice based organization established in Massachusetts since 2021, [Grow to Consume](#).

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Saskia's rich advocacy history includes giving a reparations mini-workshop at the Shabazz Center in NYC for Malcolm X 98th birthday, teaching several transitional justice workshops at Massachusetts Recreational Consumer Council as their Policy Director, being featured reparations speaker at Harvard Black Policy conference, Harvard Black Health Matters conference, Harvard FXB Center fall '22 symposium, and Northeast Organic Farmers Association (NOFA) summer '22 conference.

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 as soon as possible and no less than two (2) business days before the meeting, program, or event.