

Human Rights Commission Meeting
Thursday, November 16, 2017
5:45pm, Room 101, Bangs Community Center

Members Present: Matthew Charity, Sophia Maldonado, Elizabeth Cahn, Sovann-Malis Loeung

Absent: Brenda Mutai, Sid Ferreira, Emily Boutilier,

Others Present: Deborah Radway, Director of Human Rights.

Meeting called to order at 5:45pm

Agenda Additions: Ingrid and Sovann-Malis reappointed to Commission

Old Business:

No meeting minutes from October available

New Business:

1. **Human Rights and Human Resources-** Matthew announced that he had approached the Town Manager about separating the role of Human Rights Director from the role of Human Resources and Human Rights Director. He has spoken about the troubling and potentially incompatible comingling of responsibilities. Town Manager acknowledged the request but made no commitments in what will be an austere budget year.
2. Affirmative Action Plan- added current salary to list of information that cannot be requested on job application or in interviews. Requested final version to be distributed to all for December consideration.
3. Liaison Roles clarification:
 - a. Sanctuary Committee—follow up work on approved bylaw has not yet started. May be some threat of not receiving a federal law enforcement grant- but the law of Massachusetts is with us and is not how the Department of Justice is viewing is. Mr. Perez is still at the Church. Matthew is comfortable affirming school position on DACA as reposted on HRC site from the ARPS site.
4. Affirmative Action Plan—members asked to get comments to Human Rights Director for November meeting.
5. Sanctuary provided to Lucio Perez- continues.
6. Events- NAACP having event Nov 19 to raise money for Wesley Church parking lot improvements
December 10 Human Rights Day
Martin Luther King Breakfast January 13- notify Deb if you want a seat reserved for you.
7. Membership - We have 2 current vacancies and three CAF's. Intent to interview prior to appointment.
8. Next meeting December 14 not December 21

Adjourn, 7:12 pm

Deborah Radway
Note taker