



BARNSTABLE COUNTY HUMAN RIGHTS ADVISORY COMMISSION

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Minutes of Monday, January 11, 2021 Meeting

Remote participation

Advisory Commission Members Present: Kate Epperly (Acting Chair), Wendy Bierwirth, Jeanne Morrison, Patricia Oshman, Paul Thompson, Lynn Levine, Leo Blandford, and Isaac Lopez

Also Present: Susan Quinones (HRAC Coordinator), Brian O'Malley (AoD liaison) Sheila Lyons (Regional Commissioners' liaison)

- 1. Call to Order:** Kate Epperly called the meeting to order and Susan conducted a roll call @ 5:05 pm. Kate will continue as acting Chair until nominations can be considered at the February Board meeting. Kate asked for a volunteer to take minutes, which Isaac agreed to do; and a timekeeper, which Wendy agree to do.
- 2. Reminder of OML:** Susan reviewed the Open Meeting regulations and requirements for remote participation and announced that the meeting was being recorded. She announced that there was a quorum.
- 3. No public comment.**
- 4. Comments from Acting Chair.** Kate acknowledged that given the insurrection at the Capitol, human rights issues have taken on greater importance. Kate suggested that all members read the BCHRAC Ordinance which clarifies the Commission's role as Advisory. Additionally, the Chair welcomed Sheila Lyons, as the newly designated Liaison to the HRAC from the Regional Commissioner's Office.
- 5. Ice Breaker.** Because of the many new members Kate asked the following ice breaker questions of each member:

*What is your name and where do you live on the Cape?

*Do you remember the heating source at your home when you were 8 years old?

*What is it your driving passion in life?

*What kind of Board action would you be most interested in?

6. Approval of minutes. Patricia made a motion to approval the December 14, 2020 meeting minutes, which was seconded by Wendy. The roll-call vote was unanimous for approval.

7. Report from the Human Rights Coordinator. Proposed items for discussion include:

- Whether to allow guests to offer comments on agenda items.
- Whether the BCHRAC should adopt a Code of Conduct to Advisory Commission members.
- Whether Ordinance should be amended to create a formal Volunteer Corps with individuals who can supplement work being done by HRAC Working Groups.
- Whether we should schedule a retreat for member trainings and our Strategic Plan.

Because of time constraints, the only issue the Coordinator took up as the issue of orientation trainings for new members, that can also be refreshers for current members and the need to review the Strategic Plan. There appeared to be consensus that the best way of dealing with these topics would be by planning a ½ day retreat. A planning group will be created to discuss further.

8. Training module on Diversity Inclusion and Bias training. The Board discussed a “pilot” program for anti-bias training, which could be used as a training for HRAC members, the County Department Heads and the Assembly of delegates. The program could be tailored to meet the specific needs based on former complaints. A focus group would take place after the training for feedback. There was a suggestion the addressing traditional unconscious bias trainings, like those used by corporations often do not work, and are designed to silence workers. It was recommended that we review of several different organizations’ trainings and make note of their progress. Jeanne reminded Board members that the idea for the AoD to have this training, came from the recommendation made to delegates, after a complaint was filed with the BCHRAC. Patricia made a motion to further explore training options; Jeanne seconded the motion and unanimously approved it by a roll-call vote. Susan asked any members interested in working on this to contact her directly.

9. Proposals/information from Members. Wendy reported on the initiative by the Provincetown HRA Club to sponsor a program entitled “Our Voices Matter”, which will be open to all HRA Clubs on the Cape. Wendy also mentioned that “No Place for Hate” has a model for reconciliation, which she would like us to explore. Kate talked about the need to support our fundraising efforts to fund our annual scholarships. Donations can be made to Friends of the HRAC, which is a 501-c-3 tax exempt organization, and to the HRAC itself.

10. Motion to adjourn. A motion to adjourn was made by Lynn and seconded by Wendy. The roll call vote was unanimous approved, and the meeting adjourned at 6:40 pm.