



**BARNSTABLE COUNTY HUMAN RIGHTS ADVISORY COMMISSION**

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**Minutes of Monday, March 8, 2021 Meeting**  
**Remote participation**

**Advisory Commission Members Present:** Kate Epperly (Chair), Wendy Bierwirth, Jeanne Morrison, Patricia Oshman (Vice-chair), Mwalim Peters, Lynn Levine, Leo Blandford, and Isaac Lopez.

**Also Present:** Susan Quinones (HRAC Coordinator), Brian O'Malley (AoD liaison).

**Absent:** Paul Thompson, Sheila Lyons (Regional Commissioners' liaison).

1. **Call to Order:** Kate Epperly called the meeting to order, and Susan conducted a roll call @ 5:00 pm. Kate asked for a volunteer to take minutes, which Isaac agreed to do; and a timekeeper, which Jeanne agree to do.
2. **Reminder of OML:** Susan reviewed the Open Meeting Law and that the meeting was being recorded. She also announced that there was a quorum, and that there had been no requests for public comment.
3. **Approval of February 8, 2021 minutes**
  - Motion and a second to approve minutes.
  - No discussion.
  - Minutes unanimous approval.
4. **Comments from Chair**
  - Reminder to Advisory Members to complete Mandatory Training requirements and send receipts for completion to Susan.
  - HRAC is exploring becoming a communications clearinghouse for Human Rights activities and Idea to be pursued at Advisory Commission retreat.
  - Kate Epperly and Leo Blandford have joined Susan on a Health Department Vaccine equity team meeting weekly to discuss a broad, faith-based initiative with 2 parts, 1) education, and 2) outreach to underserved population of non-English speaking, individuals through their churches.
  - The group is also working with Tom Ryan, who regularly provides outreach to Portuguese, Spanish, and Creole speaking communities.

- Churches will host vaccination clinics.
  1. Has been done in order states (ex. Florida)
  2. Pastors will host. Warm and friendly, pastoral approach
  3. Minimal Government intervention
    1. Creation of a newsletter
    2. Training program for Pastors
    3. Then provide the program to community members.
  4. A combination of Healthcare workers and Church leadership
  5. Undocumented individual can use church address and phone number for contact information.
  6. Communication through email Newsletter
  7. Connect with other orgs.to get the word out (ex. Affirmative Action Falmouth)
  8. Ethical concerns may be raised regarding the use of the Johnson and Johnson vaccine, because of rumored use of fetal stem cells. Health Department noted that they have little say over which vaccine is sent to the County.

## 5. Committee Reports

### A. Social Media

- i. Considering name change to “Communications” Committee-More going on than just social media.
- ii. Creation of a Community Resource List-currently being compiled.
- iii. Affinity groups
  1. Hyperlink so members can look, add to, or amend the list.
  2. Ordinance calls for inclusion of local and state agencies.
- iv. Set-up of an Interactive calendar-posting of up-coming events
- v. Website Contact Information-Photos and Bios of Advisory Members
- vi. Miscellaneous
  1. Forward info, bios, promoting Women’s History Month
  2. Provide suggestions for updating the website.
  3. New member to help on Social Media welcome

### B. Breakfast Committee

- i. Will reconvene in April to review last year’s event, to create a new theme, and to assign tasks.

### C. Human Rights Academy

- i. May 5<sup>th</sup>, 12:45-2:15 pm, hosted event hosted by Provincetown Schools.
- ii. Change to Malcolm McDowell Award- this year we will make two awards, in the amount of \$250, to a junior and a senior. As of 2022, the award will be given to a junior because, it was felt they could get maximum benefit if used on college applications.
- iii. Cape Verdean Community Culture Center and Museum also will award its newly established “Freedom Award.”
  1. Winners announced in the Fall.

2. Honoring students for Human Rights endeavors
3. Cultural Center and Museum to provide written description of award and criteria for Advisory Board approval, tabled until next month.

**D. Complaint-Intake Task Force**

- i. Intake meeting Wed 3-10-21 @ 2:30
  1. Review and edit Complaint form and corresponding policies & procedures.
  2. 11 cases in the last year, 8 now closed (for the most part satisfactorily)
  3. Review all open and closed complaints and inquiries and document final disposition.
  4. Review of draft letter for closed cases

ii. Design data collection system for tracking and reporting

1. As per new ordinance.
2. To support citizens to be heard
3. To build trust

iii. Other available resources:

- Officer Brian Morrison, Barnstable County Community Liaison and Civil Rights Officer-what he brings to table:
  - Civil Rights trained
  - Outstanding collaborator
  - Helped complainant.
  - Can research complaint history & fact-find.

Related note: Chief Frederickson from Yarmouth has requested an opportunity to discuss community policing with the Advisory Commission. Jeanne recommended that we introduce the Chief to Officer Morrison as an additional resource for him. Susan plans to suggest that we bring him and Officer Morrison before the Commission to hear how each one tackles the task of community policing.

- Victor Lopez, Esq-MA Commission Against Discrimination (MCAD)  
An attorney with the MCAD, who has assisted an individual, who originally made an inquiry, which turned into a case filed with MCAD. Attorney Lopez has invited us to call directly if we have any questions or potential referrals to MCAD.

**E. Education:**

i. Speaker's Bureau?

1. Can Education fold into HRA, Social media or another subcommittee?
2. Should this be a separate committee once we define its role?
3. Possible scope:
  - a. Coalition-building
  - b. Anti-bias training w/ No Place for Hate
  - c. Bystander training for other groups
4. The need exists; another issue for retreat tba.

**F. Strategic Planning**

- i. Proposed retreat date March 25, however, various tasks must be completed.
  1. Needs assessment & data-gathering from towns via AoD?
  2. Susan: town survey to measure DE&I.
  3. Capability to use form stack like Survey Monkey.
    1. Tally results
    2. Conducted through the census, want to have our own.
    3. Compile our own data via relational survey.
      1. Doable in a 2-week period?
      2. Why re-invent the wheel?
      3. Discuss at retreat for further participation.
      4. Create an umbrella structure, no rush.
      5. Access information from other agencies

Discussion: Is there enough organization time (2 weeks) for the upcoming retreat?

Kate gave a brief update on what the Strategic Planning committee worked on last year. After an initial meeting, a decision was made to wait for incoming 2021 members. Multiple people suggested that there was substantial planning that needed to happen before the retreat and that March 25 was an overly ambitious timetable.

After substantial discussion, Trish made a motion, seconded by Leo, recommending that the strategic planning committee find another date for a retreat, with the goal of creating a 1-year plan. The motion was unanimously passed.

## **7. Old Business**

Update on Mwalim Morgan's Project "Curating your child's education."

1. Creating a presentation and resource guide for participants
2. Still compiling materials and content
3. Release date TBD
4. Resources included but not limited to:
  - a. Barnstable Ally Group
  - b. No Place for Hate

May need help with outline and outreach.

## **6. Report from Human Right's Coordinator**

- Jack Yunits has announced his departure as County Administrator, to take on a position with a Foundation. He has been a great supporter of the BCHRAC, and we should give thought to how we publicly recognize that support.
- Unconscious Bias Training- Training was well-received, although there was some disappointment that there was not more interactive. Susan to speak with Justyna about possibly offering this training again to County employees.

## **7. Proposals (if any) and information items from HRAC members**

A. Update by Isaac on DEIC committee in Provincetown-asked for advice and models from neighboring Barnstable County towns that are already have committees. Towns of Mashpee and Falmouth were suggested.

B. Update by Jeanne on LWV panel on Racism/Coalition of like-minded organizations. Five organizations participating on the Panel agreed to do more around racial diversity, equity, and inclusion and to pool resources to coalition-build.

**8. Motion to Adjourn**

Motion to adjourn approved unanimously @ 6:40 pm.