

Feb 12 2021 11:45 am



CITY OF FITCHBURG

PUBLIC MEETING

HUMAN RIGHTS COMMISSION

MEETING MINUTES

Date: 1/14/2020

Time: 5:30pm

Location: Fitchburg Public Library Community Ethnic Conference Room

In attendance were: Commissioners: Barbara Nealon, Hafsa Asfa, April Maldonado, Susan Davis, Jamie Darcangelo, Cheryl Maguy - Stewart, Adrian Ford

Student and candidate for Youth Seat/Associate Member -Maryam Ashraf

Meeting call to order at 5:30pm

- Welcoming and Introductions conducted
- Review of previous meeting minutes December 10.19-approved as written
- Public Comment Period-*Opportunity for the public to speak during a Commission Meeting*

Chairperson or designee will ask if anyone in the audience wishes to speak on any matter appearing on the agenda. If you wish to address the commission, raise your hand, when recognized, you must stand state your name and address and the reason for your speaking-none

New Business:

- Annual election for chairperson – Barbara Nealon nomination was presented and Commissioners’s unanimously voted in favor . Ms. Nealon is elected as Chairperson.
- LGBTQ+ awareness and sensitivity within our community including schools may be beneficial
 - Training mainly teachers and administrators (but also students) to be more socially accepting and open
 - Community outreach activities, resources would be beneficial for those looking for resources Commission will explore resources, and follow up with School Department on what process they have in place to support the LGBTQ needs of our community. *This also aligns with the work of the Montachusett Suicide Prevention Task Force and The North Central Mass Minority Coalition efforts.
- Paperwork attached to agenda and meeting minutes included an Email dated 12/20/19 from Jonathan Dudley which was cc'd to the commissions on 12/24/19 from Barbara inviting us to participate with SURJ {Showing up for Racial Justice} focusing on racial justice issues. –Informational
- Flyer from the Montachusett MLK Coalition for event 1/20/20 11am-230pm First Church Unitarian Universalist Leominster-informational
- Copy of City of Fitchburg’s Website Human Rights Commission with Agenda’s and Meeting Minutes posted
- Article from the Everett Independent –“City Hall to Open New Office of Diversity, Equity, and Inclusion -Informational
- Copy of the Affirmative Action Plan

Old Business

- “Equal Opportunity Employment Affirmative Action Plan” – Susan Davis presented the plan for review. She noted she took out a few executive orders and sections that seemed unnecessary
 - After review and comments, it was noted there was no performance indicators being monitored within this document. How would we hold the City accountable to assure compliance with this policy if there was no monitoring and effort to reflect the community in which we serve this document would hold no value. Susan agreed to provide the Commission with a copy of the Performance Improvement Plan detailing efforts for review at our next meeting. Barbara asked to have the report forwarded to the Commissioner’s at least a week in advance of the meeting for time to review and bring comments, recommendations to the next meeting. Susan agreed to comply to this request. Membership took a vote to accept the Affirmative Action Plan as written. All but Mr. Ford endorsed the action plan. *reinforcing Performance Improvement Plan must be submitted prior to next meeting to review Affirmative Action plans .
 - Plan to set up a separate meeting to set realistic goals to strive towards and re-identify the action plans if it doesn’t produce the results wanted
 - Ms. Davis -Submit a copy of a performance improvement plan - Ms. Davis (August or September - data should be collected already)
 - Submit a plan for training - how many sessions, in what areas, what goals
 - Send out an annual update to employees in the city - completed after hire.
 - Environment is forever changing and certain areas must be targeted so certain positions do not become empty in the future
 - Introducing middle school and high school kids to these fields and speaking to them about the diversity aspects in these areas would prove to be incredibly helpful in filling up those positions in the future
- Cannabis Commission-Mr. Ford will follow up on the amount of revenue this city has received from the cannabis business and how is that revenue being used
- Free Christmas dinner at Parkhill
 - April Maldonado, David Roth and Cheryl Maguy-Stewart all participated
 - 3 different meals and 135 people attended well received by the community. Great work in Parkhill Pizza for sponsoring such an event and Dina Nimms for her willingness to lead this initiative. Meeting, minutes, and agendas –were updated on the Website by Susan Davis. Thank you Susan. Follow HRC’s Facebook account and try to start a conversation, since many people simply look at a post and skip over it if there are no thought-provoking comments
 - Maryam Ashraf expressed interest in being a Youth Representative /Associate Member and also has interest in becoming the Secretary for the meeting minutes. She provided Barbara with her resume and Barbara will provide to the Mayor’s office for consideration for nomination to the commission.

Meeting adjourned - 6:59pm

Meeting minutes submitted by,

Maryam Ashraf & Barbara Nealon