

Human Rights Commission

Monday, December 14, 2020 — 5:30 PM

-Minutes-

Remote Meeting

Present: Vanessa Krawczyk, Interim CAO; Sarah Mitchell Peck; Toni Borge; Maiuza Alves; Nicole Richon Schoel, LHMC; Jennifer Beloff; Paul Wasserman; Hannah Kimberley **Absent:** None.

Also Present: Councilor Jen Holmgren, Liaison to the City Council; Assistant General Council, Krishna Basu; Holly Dougwillo, Human Resources Director

- **Call to Order**

Hannah Kimberley reads Public Meeting Law

2. GHRC Roll Call Vote; All Present

Minutes of GHRC Meeting Of November 9, 2020

Paul Wasserman moves to accept (He will move to approve at future meetings)

Hannah Kimberley seconds (She will second at future meetings)

Passed by unanimous consent

3. Krisna Basu: Open Meeting Laws

Any oral or written messages by a quorum—i.e., four (4) people—constitutes a deliberation in this jurisdiction, and must state the date, time, and place of the deliberation. It must also include a summary of the discussion and any documents presented; must list all members present; and record of votes.

All votes must also be recorded.

Minutes must be approved within thirty (30) days.

All deliberations must be voluntary, independent and confidential.

Must include a summary of points made, not a verbatim transcript.

4. Discussion of Accessibility

Ms. Holmgren: Translation services for greater inclusivity.

Mr. Wasserman: are Sign Language services available for City Meetings

Ms. Borge: are City documents available in translation

Ms. Dougwillo: there are people available to assist

Ms. Borge: City documents need to be translated

Ms. Holmgren: Agreed with Ms. Borge

Ms. Beloff: concurred

Ms. Peck: Microsoft Suite provides good functions for translations including:

- 15 available languages

- 100 pages for translation

- 3 primary languages

- Reviews

- Live translation feeds

- Can translate a 300 page document in minutes

- Microsoft teams can provide live translation

- Look at where most people search

Ms. Alves: Need assistance for deaf and hard of hearing including a sign language interpreter

Need translation for Portuguese and Spanish

She will take a look at resources

Ms. Borge: guidance for High School language teachers to translate as much as possible to provide a plan and timelines

Mr. Wasserman: over-riding goal of access and inclusiveness

Can City technology provide technical leadership to insure that we eliminate as many obstacles as possible our meetings **Ms. Holmgren:** will check analytics

The Disability Rights Commission is seeking members; maybe from the GHRC

Need to support safety net

Ms. Borge: Covid Pandemic reveals the lack of a safety net including food insecurity, evictions, divisive election results

Are we an activist Commission?

Are we listed in the City Directory?

Ms. Holmgren: we need to be careful as an activist group

We must be non-partisan

We represent the entire City

Advocacy is a nuanced line

Mr. Wasserman: address Mental Health and Addictions

Ms. Alves: the City can invite speakers, re Trauma Informed response

Ms. Beloff: homelessness

Community Impact—report to the State

Eviction prevention and assistance

Staff are available

She will discuss at the next meeting

Ms. Alves: see Cape Ann Today

Ms. Holmgren: will report back about translation services

Ms. Peck: will consider Human Rights Commissions in other places; more robust communications?

Ms. Dougwillo: we will use a separate gmail account (not through the City)

Ms. Beloff: she and Ms. Peck will review other sites and with Mr. Ryan Knowles City IT Director

Will consult with other HRCs

5. Other Business

There were no matters for the Commission's consideration under this heading

6. Adjournment

Mr. Wasserman moved to adjourn, seconded by Ms. Kimberley, passed by unanimous Roll Call Vote

Respectfully submitted,

Mr. Paul Z. Wasserman