

LYNN HUMAN RIGHTS COMMISSION

Arti Bhatt
Cherish Casey
Kassandra Fabian
Tien Danh-Huang
Omozee Idusuyi
Nicole McClain



Michael Ouk
Adriana Paz
Hunter Richard
Jesse J. Warren, Jr.
Attorney James Wellock
Theresa C. Young, Clerk

Audrey Jimenez, Chairperson

HUMAN RIGHTS COMMISSION MINUTES TUESDAY, DECEMBER 15, 2020 6:00 P.M. - Zoom

***TELEVISED LIVE
ON THE LYNN COMMUNITY
TELEVISION (LCTV) GOVERNMENT CHANNCEL AND ALSO
STREAMED ON THE LCTV FACEBOOK PAGE ***

Members Present: Chairperson Audrey Jimenez, Adriana Paz, Hunter Richard, Arti Bhatt, Kassandra Fabian, Omozee Idusuyi and Nicole McClain.

Others Present: Attorney James Wellock and Terry Young, Clerk

Motion made by Hunter Richard and seconded by Arti Bhatt to accept the Meeting Minutes of October 20, 2020.

Motion carried.

Chairperson Jimenez stated that she received notification from Cherish Casey that she is moving out of the city and appreciated her time on the Board. Chairperson Jimenez said she did not hear from Jessie Warren, Michael Ouk, and Tien Danh-Huang stating they could not attend this evening's meeting.

Chairperson Jimenez asked Arti Bhatt and Adriana Paz for an update: (Arti Bhatt posted a draft Mission/Vision chart). Arti stated that they needed to look at the structure and it is not working. Arti stated that they met, and that they are creating a structure and framework. The vision of this is a work in progress and that the Human Rights Commission was not changed, but redefined. She stated the responsibilities need to be redefined and that Sub-Committees will help.

HUMAN RIGHTS COMMISSION MINUTES
TUESDAY, DECEMBER 15, 2020
1:00 PM - 2:00 PM

TELECASTED LIVE
ON THE LYNN COMMUNITY
TELEVISION (LCTV) GOVERNMENT CHANNEL AND ALSO
STREAMED ON THE LCTV FACEBOOK PAGE **

Members Present: Chairperson Audrey Jimenez, Adriana Pad, Hunter Richard,
Ari Bhatt, Alessandra Fabian, Conozee Joubert and Nicole Kocian.

Others Present: Attorney James Wellock and Terry Young, Clerk.

Motion made by Hunter Richard and seconded by Ari Bhatt to accept the findings
Minutes of October 30, 2020.
Motion carried.

Chairperson Jimenez stated that she received notification from Gerald Casey
that she is moving out of the city and appreciated her time on the Board.
Chairperson Jimenez said she did not hear from Jesse Watson, Michael O'Neil and
Tara Gant-Huang stating they could not attend this evening's meeting.

Chairperson Jimenez asked Ari Bhatt and Adriana Pad for an update.
(Ari Bhatt posted a draft Mission/Vision chart). Ari stated that they needed to
look at the structure and it is not working. Ari stated that they met and that they
are creating a structure and framework. The vision of this is a work in progress
and that the Human Rights Commission was not changed, but redefined. She
stated the responsibilities need to be redefined and that sub-committees will

help.

One major task is marketing the Human Rights Commission to Lynn residents, i.e., social media, etc.

Another task is Outreach. We need to establish Outreach to community organizations, Ward/Student Liaisons, maybe partner with LCHC.

In regards to Data Collection, we need feedback from the community and utilize this information to determine the next steps. We need to make recommendations to the Mayor and the City Council. We also need to present this information to the public.

In regards to Training and Education, Arti stated that in order to make a true impact, we need education available.

Arti asked the status of members not attending. Chairperson Jimenez stated that she will look into this and she will report back to the Commission.

Adriana Paz stated that there should be some standard structure for the committees. Members should be more experience in civil rights and human rights. Adriana stated that she feels that every member must join a Sub-Committee. Hunter Richard agreed with Adriana.

In regards to managing Social Media, Arti Bhatt asked who was taking care of this. Chairperson Jimenez stated that a former Commission member set up a Human Rights Commission Facebook Page and Twitter Account. When she resigned from the Commission, Audrey stated that she volunteered to monitor the Facebook Page, and asked if anyone would be interested in doing it.

A discussion was held regarding a Budget and Funding Committee. Chairperson Jimenez suggested maybe looking into grants.

Chairperson Jimenez confirmed that the Commission does not have subpoena powers. Attorney Wellock stated that he has been in contact with other communities and that cities like Newton are moving away from investigations and subpoenas. However, Cambridge is active and has subpoena powers. In order to do this, it would have to be a Home Rule Petition. Attorney Wellock said he will look into it. Arti stated that the Commission needs to review the rules and the Ordinance.

Motion made by Arti Bhatt and seconded by Omozee Idusuyi to establish Sub-Committees.

Motion carried.

One major task is marketing the Human Rights Commission to legal residents
in the social media, etc.

Another task is Outreach. We need to establish contacts to community
organizations, Westchester District, maybe partner with UNLHO.

In regards to Data Collection, we need feedback from the community and utilize
this information to determine the next steps. We need to make a commitment
to the Mayor and the City Council. We also need to present this information to
the public.

In regards to Training and Education, Aki stated that in order to make a true
impact, we need education available.

Aki asked the status of members not attending. Chairperson Jimenez stated that
she will look into this and she will report back to the Commission.

Adrian Paz stated that there should be some standard structure for the
committees. Members should be more involved in civil rights and human
rights. Adrian stated that she feels that every member must have a sub-
committee. Hunter Richard agreed with Adrian.

In regards to managing Social Media, Aki stated asked who was taking care of
this. Chairperson Jimenez stated that a former Commission member set up a
Human Rights Commission Facebook Page and Twitter Account. When she
resigned from the Commission, Audrey stated that she volunteered to monitor
the Facebook Page, and asked if anyone would be interested in doing it.

A discussion was held regarding a Budget and Funding Committee. Chairperson
Jimenez suggested maybe looking into grants.

Chairperson Jimenez confirmed that the Commission does not have subpoena
power. Attorney Wolkoff stated that he has been in contact with other
committees and that cities like Newton and moving away from investigations and
subpoenas. However, Cambridge is active and has subpoena power. In order to
do this, it would have to be a Home Rule Petition. Attorney Wolkoff said he will
look into it. Aki stated that the Commission needs to review the rules and the
Ordinance.

Action made by Aki stated and recorded by Gmaxee (husky) to establish
Sub-Committees.
Action carried.

Proposed Steering Committees:

Steering Committee - Framework – Arti Bhatt, Adriana Paz and Hunter Richard

Steering Committee - Marketing/PR/Comm

Steering Committee - Outreach

Steering Committee - Data Collection / Reporting

Steering Committee - HRC Training / Education

Chairperson Jimenez asked members to forward their choice of the Sub-Committee that they would like to sit on to Terry by January 13, 2021.

**Motion made by Nicole McClain and seconded by Adriana Paz to adjourn.
Motion carried**

MEETING ADJOURNED.



Theresa C. Young, Clerk

LYNN HUMAN RIGHTS COMMISSION

Commission Chair: Audrey Jimenez

MISSION: To protect and preserve the civil and human rights of all people in the City of Lynn as defined by existing local, state, and federal laws.

VISION: Work with diverse individuals and community groups to promote tolerance, mutual respect and human rights. The aim is to utilize legal means to ensure protection, eliminate unlawful discrimination and provide education about human rights issues in the City of Lynn.

Steering Committee	Member	Responsibility
HRC Framework	Adriana Paz Arti Bhatt	<ul style="list-style-type: none"> Temporary sub-comm to establish org structure, mission, vision, role Re-visit org structure on a yearly basis
Marketing/PR/Comm	✓	<ul style="list-style-type: none"> Sub-comm focused on marketing HRC to Lynn residents, socializing HRC mission, utilizing social media platforms, creating HRC newsletter
Outreach	✓	<ul style="list-style-type: none"> Establish relationships w/Lynn community orgs, leaders, ie Lynn Health Center Establish Ward/Student Liaisons Build out interdependencies
Data collection/reporting:		<ul style="list-style-type: none"> Establish structure for data collection on complaints, outreach, fed/state laws which help to guide HRC, reporting on Lynn demographics
HRC Training/Education:		<ul style="list-style-type: none"> Report on trends in education and training resources for HRC members

EXPECTED LEADER BEHAVIORS	
<p>ATTENDANCE</p> <p>Attend meetings. If unable to attend, let Chair/Terry know in advance</p>	<p>COLLABORATIVE</p> <p>Constructively work to explore others' ideas & processes. Empower the collective to approach issues with solution oriented mindset</p>
<p>ACTIVELY INVOLVED</p> <p>Join a sub-committee and participate outside of monthly meeting</p>	<p>ACTIVELY LISTEN</p> <p>Actively listen to others Prioritize actions over talk Be consistent with actions & plans</p>

MEASURES OF SUCCESS
Data collection will provide a baseline for all work which will determine success in various activities and plans of action.

CHANGE/RECOMMENDATIONS
<ul style="list-style-type: none"> - All complaints to be heard should not be televised to protect those filing complaints. - Require that at least two seats on the commission go to individuals with Civil Rights and Human Rights background. - Add to bylaws requirement of each member joining a committee but will have the ability to join more. - HRC website - do we create an offshoot or utilize current Lynn City Hall-HRC page? - Budget/Funding for HRC - Subpoena power limitation - Members should do a certain number of educational classes per quarter

COUNCIL MEMBERS:

Audrey Jimenez, Chairperson
 Arti Bhatt
 Cherish Casey
 Kassandra Fabian
 Tien Danh-Huang
 Omozee Idusuyi
 Nicole McClain

Michael Ouk
 Adriana Paz
 Hunter Richard
 Jesse J. Warren Jr
 James Wellock, Attorney
 Theresa C. Young, Clerk

INTERDEPENDENCIES:

- Lynn Community Health Center