Human Rights Commission (HRC)
Meeting Minutes
December 10, 2020 via Zoom

Attending: Ravi Koil; Colleen Turner-Jones; Pedro Vazquez; Erick Giles; Margaret Brownlee; Adele Edelman; Jill Barkley Roy; DC Amy Berry; Stephanie Weaver; Jodi Mezzanotte; Milan Nevajda
Absence: Alma Ogweta

Meeting called to order at 7pm. Chair Pedro Vazquez facilitated the meeting.

- The failed 1980s Klan march: 3 supporters and over 100 opponents showed up, and information was shared that no redlining had occurred in So Portland per Kathy DiPhilippo of the So Portland Historical Society, were noted as follow up to a prior meeting when comments were made about these activities taking place.
- Informal check-ins with members followed.
- Minutes of the Nov 12, 2020, meeting were approved, with one member abstaining. Members noted problems with Google Access, where minutes were posted after being emailed.
- Shared Agreements – The proposed Shared Agreements for meeting conduct were discussed. Deliberations from the membership included discussions about honoring our core values and balancing them with inclusion of all voices. An informal vote to adopt the Shared Agreements was held with the group approving them unanimously, with the opportunity to refine over time as needed.
- The roles of Minute Taker and Secretary were discussed. The posting for the Minute Taker yielded over 100 applicants. The opportunity of hiring a Diversity and Inclusion Coordinator was mentioned as a possible solution: that hire could take meeting minutes, however that position is not approved in the current budget. It was agreed that HR could eliminate non-community applicants from the Minute Taker search. A request for members to serve on a hiring committee will be made. The concept of following the process outlined by Mila Nevajda to use audio recordings posted to YouTube (likely requiring an ordinance tweak), along with “action minutes” (brief written meeting summary with time references to audio recording embedded to reflect when key decisions were discussed and made) in place of written minutes was discussed. The need for written minutes for some period of time was noted. Follow up with corporate counsel to understand if audio recordings fulfill state law and city ordinance will be pursued. Ultimately, to have a hybrid of written minutes and audio recordings appeared to appeal to most members.
- Each member reflected on the question: Why do I come to this work?
- Public comment followed with an informal presentation by local maritime historian Seth Goldstein, who is involved in the Atlantic Black Box project, which tracks the movement of NE vessels that were involved in the slave trade in the 1800’s. He has offered to do a workshop in January on this topic for members, either in conjunction with Kathy DiPhilippo of the So Portland Historical Society or separately.
• Housekeeping items were postponed to the next meeting.

**NEXT MEETINGS:** 1/14, 7pm, via Zoom; 1/28, 7pm, via Zoom

Some members provided Final Reflections in closing.

**Meeting adjourned at 9:15pm.**