

## **Commission for Diversity, Inclusion and Community Relations**

Commissioners: Alex Coleman, Sandy Batchelder, Malcolm Cawthorne, Wesley Chin, Ernest Frey, Brian Myles, Anthony Naro, Kelly Race, Enid Shapiro, Dwain Tyndal, Kea van der Ziel, Ginny Vaz;  
Liaisons: Ben Chang, Bernard Greene, Michael Gropman; Director of Diversity Inclusion and Community Relations Department: Lloyd Gellineau

### **Meeting Agenda**

02/17/16 6:30pm- 8:30pm

Brookline Health Department- Denny Room

(Please note agenda items may include votes)

1. Approval of note-taker for this meeting 6:60 – 6:32
2. Review and Discussion of the Commission's 1/5/16 Statement to the BoS including public comment 6:32-7:15
3. Town Counsel Public Document Requests 7:15-7:35
4. Review of Minutes and/or revisions for 12/16/2015, 01/04/2016, 1-27-16 7:35-7:45
5. Annual Report 7:45-8:00
6. Timing and Process of Election of Commission Officers 8:00-8:10
7. Brief Committee, Commissioner, Liaison, and CDO reports 8:10-8:20
8. New Business and additional Public Comment as time allows 8:20-8:25
9. Confirmation of Meeting Dates 8:25-8:30

**Commission for Diversity, Inclusion, and Community Relations Meeting Minutes**

December 16, 2015 6:30 – 8:30 PM  
Brookline Public Health Building – Denny Room

**Commissioners Present:** Sandy Batchelder, Malcolm Cawthorne, Wesley Chin, Alex Coleman, Ernest Frey, Kelly Race, Dwaigh Tyndal, Kea van der Ziel  
**Liaisons Present:** Ben Chang – School Committee, Bernard Greene – BOS, Michael Gropman – Police

**Commissioners Absent:** Brian Myles, Anthony Naro, Enid Shapiro, Ginny Vaz  
**Liaisons Absent:** Lloyd Gellineau – Director of Office Diversity, Inclusion, and Community Relations and CDO

Meeting minutes authored by: Wesley Chin and Kelly Race  
Meeting called to order by Alex Coleman, Chair at 6:35 PM.

**Vote to appoint Wesley Chin to take the minutes for tonight's meeting**

Commission members vote 8-0-0 in favor to appoint Wesley Chin to take meeting minutes  
8-0-0

In favor: SB, MC, WC, AC, EF, KR, DT, KZ

**Vote on Adoption of Meeting Minutes from November 12, 2015**

Commission members vote 6-0-2 in favor to adopt meeting minutes with edits

In favor: SB, MC, AC, EF, KR, DT

Abstain: WC, KZ

**Report from School Committee liaison on hiring process for School Superintendent – Ben Chang**

Review of hiring process provided by Ben Chang, School Committee liaison, and Jim Huge, Atlantic Research Partners (ARP) ARP will lead search and recruitment efforts to fill the position of School Superintendent. Names of contacts and organizations to Jim Huge to help with recruiting input from the public will be sought to best determine what the community seeks in a superintendent and who to interview and hire.

Stakeholders will have an opportunity to share their opinions through focus groups, meetings, and surveys

Deadline for submission of applications is January 15, 2016 or until the position is filled.

Interested individuals are encouraged to visit the Public Schools of Brookline website to view the job description and a list of meeting times for community focus groups.

**Diversity Employment Committee – Update provided by Kelly Race**

The committee is making progress in revising the Town's equal opportunity employment statement. The current version of the draft has been approved by the Human Resources Board, but has not yet been approved by the BOS. The committee is waiting on getting a meeting with Sandra DeBow to get her input and assistance from the attorney in modifying the EEO statement. Next meeting is on January 9 at 1:00 p.m.

### **Outreach Committee – Update provided by Malcolm Cawthorne**

The committee is planning an offsite meeting of full CDICR to encourage greater public awareness of the commission. Brookline High School students are in the midst of fundraising efforts to finance participation in *Sojourn to the Past – A Civil Rights Movement Era inspired trip to the South*.

Call for volunteers to help with Martin Luther King (MLK) Day events on January 18, 2016. Please contact KZ if you are able to help with the program at the Coolidge Corner Theatre and/or any of the service projects, which include collection of donations for the *Brookline Food Pantry* and *More Than Words* MLK Day events may present another opportunity to hand out information about CDICR

Next meeting: January 6, 2016, 6pm – 7:30pm

### **Complaint Process Committee - Update provided by Sandy Batchelder**

The committee is making good progress in working on a tool to record complaints. It will be presented to CDICR when it complete. Next meeting: January 5, 2016, 6:15pm – 7:30pm

### **Housing Committee - Update provided by Sandy Batchelder**

The committee drafted a list of priorities and concerns about fair housing in Brookline. The committee hopes to set up a time to meet with Virginia Bullock, Housing Project Planner for the Town of Brookline.

Next meeting: January 11, 2016, 6:30pm – 7:30pm

### **Racial Climate Survey – Update provided by Bernard Green**

The Racial Climate Survey issued to the Police and Fire Department has been completed. The results of the survey have not yet been shared with CDICR. The next step is to ask LG to circulate report to CDICR. Bernard would like to have the Commission critique the report, the methodology and make recommendations to the BOS about actions that should be taken. Bernard Greene does not feel comfortable sharing the results of BG's draft of the Racial Climate Survey at the time of this meeting because it has not yet been fully reviewed, considered and finalized. Also, **Gerald Alston**, Brookline Fire Fighter, was a member of the public audience at this evening's meeting. Gerald Alston is a plaintiff in a pending racial discrimination lawsuit against the Town of Brookline. Gerald Alston's attorney, Brookes Ames, was also in attendance. Gerald Alston made multiple offers to leave if it would be helpful. The Chair acknowledged and voiced appreciation to GA but indicated that it is unnecessary. Alex Coleman voices support for Bernard Greene's decision in the context including the pending lawsuit against the Town and the presence of plaintiff's attorney.

At this point many members of the general public have begun using their personal private smart phones to capture audio and video recordings of the increasingly tense discussion with Bernard Greene and the commission with members of the public. The chair clarifies the obligation to inform everyone present whenever a recording is being made under the Open Meeting Law requirements. Many members of the public audience and some members of CDICR voice their disappointment at BG for not sharing the results of the Racial Climate Survey at this time. They also report concerns and experiences.

**Estifanos Zerai**, Brookline Police Officer, urges BG to share the results of the Racial Climate Survey. Officer Zerai shares often feeling unsafe in Brookline because of racial charged

comments directed at him by members of the public and from within the Police Department.

**Dwain Tyndal** voices disappointment and frustration in BG's reluctance to share the results of the Racial Climate Survey at this time. DT also reported a first hand experience and multiple allegations reported to DT alleging concerns of conduct by Brookline police toward African-American's particularly in the Coolidge Corner area of Brookline with in the past year that were perceived as intimidating by the reporters (unnamed).

**Alex Coleman** urges comments made by Officer Zerai and Dwain Tyndal to be formally forwarded to the Compliant Process Working Group and the Chief Diversity Officer for further investigation.

**Ernest Frey** encouraged public patience for results of Racial Climate Survey. Lloyd Gellineau, Director of Diversity, Inclusion, and Community Relations, must first review the results before it can be shared with anyone

**Malcolm Cawthorne** stated that it was misleading to include a review of the Racial Climate Survey on the agenda for tonight's meeting, although it was not ready to be reported on.

**Alex Coleman** accepted accountability for wording the agenda regarding review of the Racial Climate Survey using language that suggested to some that a final version was ready for distribution to the commission or the public.

**Prentice Anthony Pilot**, Brookline Police Officer, urged BG to share more information about the results of Racial Climate Survey. Officer Pilot stated that PP has been on the BPD for 16 years. PP stated that PP is on administrative leave from the Brookline Police Department because of a racially charged incident PP was involved in with another member of the Brookline Police Department. On December 4, 2015, Officer Pilot reported being told by another officer to park and exit PP's police vehicle and perform "Nigger jumping jacks" on the street corner in exchange for putting in a good word to a superior member of the Brookline Police Department. Officer Pilot reported filing a grievance with Daniel O'Leary, Chief of Brookline Police. PP reported that this evening two BPD officers came to PP's home and informed PP that the investigation was inconclusive and PP needs to work on December 21, 2015. Officer Pilot reported not feeling comfortable returning to work and worried about retaliation from the accused officer and numerous members of that officer's family and friends in the Brookline Police Department.

**Alex Coleman** stated that CDICR must establish a formal complaint process, which is in process. encouraged both police officers to file a formal complaint this evening with Selectperson Greene as a police commissioner given that the CDO was unavailable and noting that the CDICR cannot under its bylaws is limited in its position to intervene legally to specific complaints of Town employees against the Town.

**Kea van der Ziel** voices great disappointment. Stating that filing of complaints will not solve the larger societal problem that is affecting Brookline. KZ wants a community wide meeting to discuss these problems and to provide a voice for members of the Brookline community that are disenfranchised.

**A member of the public audience** asks CDICR what it will do to ensure the safety of the two police officers when they return to their jobs with the Brookline Police Department.

**Selectman Greene** asks for all recording devices to be turned off before BG will address the audience. BG offers to speak to the Chief of Police in the morning to gather more information about both situations shared this evening by the two police officers and ensure that they did not have any safety concerns.

**Various members of the public audience** ask Selectman Greene if "he cares" or is "concerned" about the allegations made by the members of the police department. **BG** explains that he cannot offer an animated response until he fully knows the facts involved in each case. BG expresses his willingness to meet with the individual officers who brought their complaints to this evening's meeting. BG also states that he does not feel comfortable giving a more expressive response because of the use of personal recording devices at tonight's meeting and how it may be later used on social media.

**Dwain Tyndal** and **Kea van der Ziel** acknowledge the courage that is required of both police officers to share their stories tonight

**Kea van der Ziel** is very concerned about the safety of the two police officers. KZ asks Selectman Greene to try to do something to protect their safety while gathering information about their individual situations

**Alex Coleman** states that the CDICR lacked authority at this time to do much to specifically help the two police officers, other than encouraging them to file a formal complaint tonight with BG as a police commissioner. AC also indicated that the CDICR takes these situations and concerns seriously thanking those who voiced their experiences and concerns. AC stated the expectation that the recordings of the public would be used in a responsible manner.

**Sandy Batchelder** suggests inviting the Chief of Police to the next CDICR meeting.

**Michael Gropman** was saddened to learn about the news shared by fellow police officers tonight. MG stated it is systematic problem in education, medicine, law and many areas of society.

### **Miscellaneous**

CDICR members are encouraged to update their contact information and to also participate in a committee

Next meeting will be January 20, 2016, 6:30-8:30 PM

Meeting adjourned at 8:57 PM by AC.