

Commission on Diversity, Inclusion, and Community Relations (CDICR)-Complaint Process Working Group (WG)

January 12, 2016 Meeting Minutes

Brookline Public Health Building – Small Conference Room

6:15pm-7:30pm

Present: Ernest Frey, Kea van der Ziel, Sandy Batchelder, Alex Coleman, Anthony Naro,

1. 12/8/15 meeting minutes approved.
2. Under new business, Alex Coleman presented a request, submitted to him by Scott Murphy, to amend prior meeting minutes. The minutes reflect that Scott Murphy's child made a complaint of bullying at the school by an employee. Scott Murphy wanted the employee's name reflected in the minutes. Aside from Alex, no member of the working group could independently recollect the person's name nor could they recall the name being disclosed at the meeting. By unanimous vote, Scott Murphy's request was declined.
3. Proposal for Complaint Screening Committee discussed under new business. Some members of the committee did not realize that the draft submitted by Anthony Naro was approved as final. Some small edits made. Reinforced that some members of the WG do not agree 100% on the language in the proposal, however agree that such terms can be debated at the full CDICR meeting when the proposal is submitted.
4. Ernest Frey's draft letter to complainants was reviewed. The letter was written with an eye towards data collections rather than outlining process, expectations, and limits of privacy. Ernie will go back and redraft letter to include more language consistent with the goal of outlining process, expectations, and limits of privacy.
5. Sandy Batchelder's draft complaint process for complaints under 3.14.3(A)(v-vi) discussed. The process attempts to include Department Head/Chief Diversity Officer. The group generally agreed that this was not appropriate as the Commission cannot, under the bylaw, dictate what the Department Head/Chief Diversity Officer does. It was generally agreed that the process needs to strictly track the bylaw as currently written. The shortcomings of the bylaw have created some frustrations as we work to develop this process however we currently are bound by the existing law. Shortcomings can be raised at future Town Meetings, especially after we put the CDICR approved process into action and its perceived shortcomings are revealed. A number of items approved after edits and a number of items edited. Anthony Naro will redraft with approved language and edits ahead of next meeting.
6. Next meeting 1/26/16 at 6:15-7:30pm. Small Conference Room of Health Building