

**Town of Brookline
Advisory Committee Minutes**

Sean Lynn-Jones, Chair

April 3, 2019

Present: Carla Benka, Ben Birnbaum, Clifford M. Brown, Carol Caro, John Doggett, Harry Friedman, Janet Gelbart, David-Marc Goldstein, Neil Gordon, Susan Granoff, Amy Hummel, Janice S. Kahn, Steve Kanes, Bobbie Knable, David Lescohier, Carol Levin, Pam Lodish, Sean Lynn-Jones, Mariah Nobrega, Michael Sandman, Lee L. Selwyn, Kim Smith, Claire Stampfer, John VanScoyoc, Charles Swartz, Christine Westphal

Absent: Dennis Doughty, Kelly Hardebeck, Alisa G. Jonas, Stanley Spiegel

Also Attending: WA 27 Petitioner Michael Offner

The Chair called the hearing to order at 7:40 PM. The hearing and meeting were being recorded.

PUBLIC HEARING AGENDA

1. Article 27 Resolution calling for an apology to Gerald Alston

Given the work load of the subcommittees, the Chair determined that it would be best for the full Advisory Committee to hear public input on the matter. The petitioner and members of the public were invited to comment.

Petitioner Mike Offner gave a brief statement regarding his article requesting a resolution: An apology to Gerald Alston and Commitment to Do Better.

“Mr. Chairman, members of the committee, my fellow citizens...

My name is Mike Offner. I live on Clinton Rd. with my wife and three children. We are proud members of the Runkle School community and plan to be in the Public Schools of Brookline until Brookline High School graduation in the year 2032.

As a parent, resident, citizen, and taxpayer, I have followed the Gerald Alston case for a couple of years, and I recognize that it started well before I started following it. I’ve tried to make sense of this case and tried my best to realize that this story has not only two sides but many sides.

Given the staggering amount of emotion involved, I am particularly interested when there is commentary from a neutral party, such as the MA Civil Service Commission.

And that is why my warrant article for a proposed apology from the Town of Brookline to Gerald Alston includes the following:

the Massachusetts Civil Service Commission has declared that use of a racial epithet, "coupled with subsequent actions and inactions by Town officials at all levels, which compounded the racist comment into an avalanche of unfair, arbitrary, capricious and retaliatory behavior that infringed on Firefighter Alston's civil service rights, made it impossible for him to perform his job as a Brookline firefighter";

Given the intensity of that criticism of the Town of Brookline, one might ask, "Who wrote that?" The commissioner who wrote that opinion is Christopher C. Bowman.

Mr. Bowman was appointed by Governor Mitt Romney in 2006.

He was reappointed by Governor Deval Patrick in 2011.

And Mr. Bowman was reappointed by Governor Charlie Baker in 2016.

He was a member of the Town of Yarmouth Board of Selectmen for six years.

If you are a Town defendant -- you want Christopher C. Bowman hearing your case.

Like many people, and like many of you, I imagine, I am sick and tired of this case. But what I am most sick and tired of is my own complicity through my own silence. And that ends now.

In the Gerald Alston case, I do not feel represented by Brookline's elected officials and I do not wish to be associated with the patterns that Commissioner Bowman describes.

Many people in Brookline are afraid to speak up for fear of retaliation and other repercussions.

I am not afraid to speak up.

I am afraid to not speak up.

I am afraid to contemplate what it would mean if, in Donald Trump's America, I were afraid to speak up as I am doing tonight about a serious problem in my children's community.

So to all of you and to my fellow citizens, I ask you:

Please do not be afraid to speak up.

Be afraid to not speak up.

Thank you."

The Chair opened the hearing to other public comments and asked that comments be limited to three minutes.

Deborah Brown: It is a sad day when you see a warrant article directing the Town to apologize. It is a sad day that the facts that give rise to a request for an apology the issues still loom out there. I believe that if we don't start taking affirmative steps to close this case down it is going to continue. The Town has mismanaged the case. Gerald Alston could have been the worst employee but there is retaliation and if you do something after a person has filed a complaint, you have caused a whole other course of action. You have to deal with the fact that the Town in some way retaliated. I don't want to be a resident in a town where people say, "Oh, You're from Brookline. You didn't know how to deal with racism." It is about this town being perceived as racist. We can argue whether it is or isn't, discuss the case till the cows comes home, but we have a judge suggesting we won't win this case, directly and implicitly. A recommendation from Advisory Committee would go a long way to getting people to the table and an apology is a start. We can't get more vulnerable in this case; there is very little area to go in terms of down or further litigation exposure. So for the sake of Gerald Alston and the integrity and good will of

everyone around this table and the Town, I hope you will consider supporting this Warrant Article. Thank you.

Barbara Brown, former School Committee Member and longtime resident: I rise to speak about what the Advisory Committee's role is – In discussion before the public at a previous meeting some members said, "We are a financial committee." I have come before you twice before about Roland Hayes and John Wilson and the history of slavery in our town and none had any financial implications at all. Your role is to advise the town government especially the Town Meeting so please consider this a discussion about the merits of the warrant article and not money.

Donald O'Neil Sr.: Some people won't like what I have to say. I will vote no on the language – it is too individualized. I feel that there have been many warrant articles and if we want to do it correctly needs to deal with all grievances in Town not just Gerald Alston. I represent a precinct where people who have worked for the Town have been pushed out for race, social class, where they live. The only language I do like is the last part ... "the Town of Brookline endeavors to engage in serious introspection, reflection, and open dialogue so that no employee, or resident of Brookline, or anyone passing through Brookline for any amount of time, shall ever again have to experience anything like that which Mr. Alston has gone through." It shouldn't be individualized. If you are to give advice, you should acknowledge that the four people that did him dirty need apologize. Thank you.

Charles Terrell, TMM Precinct 1: I want to remind us briefly from Dante to Elijah Parish Lovejoy to John F. Kennedy, (it is said) the hottest places in hell are reserved for those who in a time of moral crisis maintain their neutrality.

Arthur Conquest TMM Precinct 6: I read a statement previously – The Town of Brookline should be embarrassed. This is disgraceful. I went to 8 of the 10 days of Gerald Alston's hearing before Civil Service Commission and after the 10th day at 5:30 p.m. I said there is no way that Brookline can win this case. I came home and wrote Neil Wishinsky and asked him to put the transcripts of the hearing in the public library and let the citizens of the town read what the officials of this town said about the case and how they got caught in lie after lie about the case by Mr. Bowman. No way you were going to win that case. About a year ago I asked on the TMM list what did Gerald Alston do wrong? I still ask that question. This town needs to be embarrassed. We are human beings and I can use myself as an example. You think you can treat us like animals. You treated my son like an animal. You tried to fail my son. You did it to my neighbor. Stand up. Do what's right. Treat Gerald Alston as a human being. If he has done some things wrong, make him pay for it. You are setting an example for children. It is just not right. You need to come up with the courage and backbone to say that it's wrong. I said the whole world is watching. I feel sad that this town could be so low. Forget about the money. I see things happen in his town every single day and it is painful. I pay taxes and you are going to destroy my child. I am standing up for what this country is supposed to be and if I try to support Gerald Alston it is because I see him as a human being.

Regina Frawley: I think I understand why Arthur feels sorry for you. We have a judge who has called the Town institutionally racist. We have a Civil Service Judge who called the town institutionally racist. If you don't know Gerald Alston, he is a strong principled black man and he is in this for the principles. The court will notice what you decide. You have evidence. If you knew what some of us knew, if you knew Gerald Alston, you would do the right thing.

The Public Hearing ended and the Chair thanked everyone for their comments.

MEETING AGENDA

1. Review and possibly vote on Article 27 Resolution calling for an apology to Gerald Alston (Offner)

QUESTION TO THE PETITIONER

Q: Have you considered if a vote from this body might impact the Federal case?

The petitioner responded, I am in no way attempting to influence the litigation or settlements. I believe this WA is irrelevant to the litigation 1) no admission of wrong doing in this WA 2) no admission of liability 3) it is my best guess that if anyone tried to introduce this WA or a vote on this Article by the AC, SB or Town Meeting I believe a judge would deem it inadmissible. This is nothing more, nothing less than an apology from the Town.

Q: Would one possibility then might be to table this to mitigate any fears this would impact litigation?

The petitioner responded that his primary motivation is to mitigate his own fears when his children ask him what I did in this situation. He suggested that we ask Town Counsel for some legal precedent that something like this had an impact on active litigation.

COMMENT I'm operating on the assumption that this proposed apology could affect the federal case, but I have no evidence of this. I personally am troubled by the whole process the Town has gone through regarding Mr. Alston. But we are involved in litigation and I think we have to be prudent and take action that is not going to prejudice the Town's position. If people feel that this won't affect it, and that is an accurate assessment, something like this would be in order. But I don't feel I can make that assessment myself but would like to discuss with Town Counsel. An important matter and I think we should get it right.

COMMENT: The only way to deal with this is to face it and treat it. I am sorry that this continues to come up. I'd rather be specific rather than not say anything. I would support this.

COMMENT: Let's start by asking ourselves what the purpose of this resolution would be 1) on a humane basis on being appropriate we owe the man an apology as a Town, 2) hope that if we take some affirmative steps the legal battles won't continue and a settlement will be reached. But hard to see how we can affect the mind of Mr. Alston and his attorney unless we say something to the effect that we have regrets, recognize something improper happened and hope they would come to the table.

A few members have alternative wording to the resolution that might alleviate some concerns raised.

Michael Sandman "We recognize the trauma Mr. Alston has suffered as an employee and citizen and we urge that he and his attorney and Town counsel negotiate a comprehensive settlement that provides him with appropriate redress for that trauma ..."

COMMENT: The Town is a defendant in a federal law suit and there are named officials in the suit, almost all of whom are volunteers who put in substantial time for the community. There is potential for serious financial liability and we should not jeopardize the litigation. It is incumbent upon the plaintiff if there is a genuine objective of trying to bring closure and if we don't see that, we are subjecting the

Town and other defendants to serious risk. Suggest adding “A comprehensive settlement of all pending litigation...”

Q: I thought the Town’s policy covers everyone named in the lawsuit. A: Not necessarily; it depends on the nature of the case. In this instance members of the Select Board and Town Counsel are being sued individually as well as in their official capacities.

COMMENT: I see two threads – this is a good thing as a bigger statement – have some kind of overall policy that we agree that we will move forward in a more appropriate and inclusive way to create a place that is welcoming to everyone. To pick just one person out doesn’t solve it but brings attention that there is still a lot of work we have to do. In the fall have a much more inclusive and comprehensive warrant article that we can be proud of and get behind.

COMMENT: This article is for Gerald Alston, not for us. He has been put through the wringer and we should apologize.

Alternative language proposed by John VanScoyoc:

“Whereas the proceedings of Massachusetts Civil Service Case case of Alston, Gerald v. Town of Brookline establish as fact that a racial epithet was spoken by a member of the Brookline Fire Department and was recorded on Firefighter Gerald Alston’s taped phone messages and was heard by Firefighter Gerald Alston;

And whereas the use of the racial epithet cited in Massachusetts Civil Service case of Alston, Gerald v. Town of Brookline constitutes hate speech;

And whereas utterance of hate speech by any employee of the Town of Brookline undermines equal employment opportunity and workplace fairness;

And whereas it should be well-understood by all employees of the Town of Brookline that they are entitled to workplaces free of hate speech;

Therefore be it resolved that the Town of Brookline, including its elected officials and citizens, hereby apologizes without qualification or reservation for the hurt caused to Firefighter Gerald Alston by a racial epithet uttered by a fellow town employee, and affirms that hate speech by employees of the Town of Brookline is at all times and in all circumstances unacceptable and actionable under the Town’s fair employment practices.”

COMMENT: Suggest tabling the question to allow those who wish to wordsmith to do so and run it past the Town Moderator. I cannot begin to talk about how I feel about this case, but then I couldn’t get past the fact that that word was still part of anyone’s vocabulary. I am reflecting on how I hear things based on my personal experience versus how someone hears something from their personal perspective. Hard to reach resolution when someone doesn’t come to meetings, doesn’t answer calls, and won’t come to the table to seek a resolution. We all deserve time to step back and come to something we are comfortable with and won’t jeopardize any litigation.

COMMENT: Not finding it appropriate to weigh in one way or the other on the merits of this case. Settlement would be in the best interest of all parties of the case. One is an Advisory Committee

member who was swept into this a few times, both times it was dismissed and the attorney was sanctioned but the attorney still persists.

Neil Gordon offered an alternative substitute Warrant Article for WA 27.

COMMENT: Problem with both Michael and Neil's wording seems to be sanctioning the attorney and not for us to direct this attorney to do anything. The government of Australia apologized to their people for taking away their children. Rather than tabling, refer to a committee that will work on wording with the petitioner that meets his goals in bringing it before Town Meeting but I support an apology.

Q: Any guess how long the federal court case will go on? A: No guess but without a settlement it will just go on and on.

A MOTION was made to table discussion and refer to an ad hoc committee. I don't support an ad hoc committee, just pause until litigation is resolved.

Q: What would be the benefit of an ad hoc committee vs just having three people wordsmith with the petitioner and bringing it back to the AC? A: An ad hoc committee would have to hold a public meeting to discuss alternative wording and report back to full Advisory Committee and the Select Board which is scheduled to take this up on April 23rd

COMMENT: This is changing the direction of the warrant which is just to apologize. For me a good employee was wronged and I wonder what has the Town done about this and have never gotten a satisfactory answer. I wonder what I can do and this body can do and an apology seems right.

COMMENT: I see these things intertwined. An apology should be part of a settlement not separate from it. These things come together in an agreement among the parties of what happened, what needs to be changed and apology for agreed upon wrongs.

COMMENT: What would be the value of an apology from the Town to Mr. Alston? What does Mr. Alston want? His lawyer certainly could get this from the Town if it was wanted. Don't change the past but make the future better. This has been a source of embarrassment to everyone involved and to the Town. In favor of just tabling and hope for a settlement and include language that could provide healing to Mr. Alston and practical benefits to the Town.

A **MOTION** was made and seconded to table Article 27 until May 2nd. By a **VOTE** of 7 in favor, 13 opposed and 1 abstention, the motion fails.

A **MOTION** was made and seconded to refer the subject matter of Article 27 to an ad hoc subcommittee (Mike, Neil and John) to be appointed by the Chair, consult with the Moderator and Town Counsel and report back on or before May 2nd. By a **VOTE** of 3 in favor, 15 opposed and 3 abstentions, the motion fails.

A **MOTION** was made and seconded for favorable action on WA 27. By a **VOTE** of 5 in favor, 15 opposed and 1 abstention, the Advisory Committee recommends NO ACTION on Article 27.

A **MOTION** was made and seconded for the Sandman version. By a **VOTE** of 1 in favor, 17 opposed and 3 abstentions, the motion fails.

A **MOTION** was made and seconded to substitute the Gordon version for the main motion. By a **VOTE** of 4 in favor, 14 opposed and 3 abstentions, the motion to substitute motion fails.

This version doesn't meet the goal of the original resolution ("corrosive effect of the litigation" but what about the corrosive actions that provoked the litigation).

Agreed, this changes the intent and focus (best interest of the Town)...from apology to a person to what is in the best interest to the Town. This addresses the symptom and not the disease.

COMMENT: An apology can be made part of a settlement. Can't emphasize as a policy point it is critical not interfere when litigation is pending.

COMMENT: Unintended consequences despite the good intentions of those in support of the article – apology for free then the Town will have to offer more to induce someone to settle and could be monetarily more than anyone could foresee. It would have an impact we can't anticipate on other things that we need funding for – education, for example. We aren't focused on this because everyone is very emotionally involved and genuinely sympathetic. Timing should be considered.

Anything done needs to be part of the whole ball of wax. We can't do things separately. Town Meeting is representative of the Town.

The petitioner reiterated that he didn't know that this apology would adversely affect litigation. But we don't know. But if anyone can indicate that it can adversely affect litigation, back it up with evidence otherwise the position is not defensible.

COMMENT: The apology will become a fact in the litigation and therefore affect the litigation.

2. Review and possibly vote on Article 17 Amendment to Section 6.8.2 of the Town's General By-Laws pertaining to members of the Public Facilities Naming Committee (Gordon)

Neil Gordon gave an overview and background on the Naming Committee By-law.

"Neil Gordon, Precinct 1 Town Meeting Member, member of this Advisory Committee, and a Brookline Constable.

Let me start with some history and some technical details:

Fourteen years ago, Town Meeting added Section 6.8.2 to the Town bylaws, establishing the "Review Committee for the Naming of Public Facilities." Members are appointed by the Select Board. Note that it's not, as it's often called, the Naming Committee.

It's a review committee; the authority for the naming of our schools and other buildings, parks, fields, squares, and the like, resides, as it should, with Town Meeting. My Warrant Article won't change that.

The Review Committee is charged with evaluating naming proposals, and making recommendations.

The Committee is further authorized to initiate naming proposals on its own, although it doesn't seem to have ever done so. Recommendations are made subject to criteria that was established by the Review Committee, and approved by the Select Board. And yes, you might be able to buy a name. The

current criteria includes, quoting from the policy, “a significant donation or bequest, establishment of a trust, or other similar action.” Seems not that long ago that we heard the “but he paid for the school” argument, here and at Town Meeting. And in discussing my warrant article, and that particular policy, I’ve heard several ideas about memorializing the wealthy, as a way to balance our Town and School budgets, add incremental programs or services, or fund capital projects.

Perhaps we should place more emphasis on memorializing Brookline values.

By the terms of the current bylaw, there are five committee members, plus an alternate. Four of the members are designated by bylaw: one member each of the Advisory Committee, Parks and Recreation Commission, School Committee, and the Preservation Commission.

Note the mandated composition: Advisory, Schools, Parks and Rec, and Preservation.

With all due respect to the members of the Naming Review Committee, the mandated composition is mostly about things... schools, fields, and parks, and it’s about preservation, as some might define that, preserving the status quo.

No part of the Committee, by its mandated composition, suggests much about honoring deserving individuals or organizations, or memorializing significant events, which is presumably why we name things.

No part of the Committee, by its mandated composition, is about honoring, or even considering honoring, deserving individuals who are members of “Brookline protected classes,” a term that is defined in the bylaw that established the Diversity Commission.

There is a missing voice, and that’s what brings me here this evening.

My Warrant Article, by a simple majority vote of Town Meeting, will change two things:

First, it would mandate the appointment of a member of the Town’s Diversity Commission to the Naming Review Committee, bringing to that committee an important, and currently missing, point of view.

To accommodate the additional member, I propose allowing, but not requiring, the Select Board to expand the Naming Review Committee, from the current five members, to as many as seven.

I’m proposing no other changes to the composition of the Naming Review Committee, and I’m proposing no changes, at least not in this warrant article, to the current criteria.

What I am proposing is a simple, straightforward, yet important amendment to the Town’s bylaws.

At the subcommittee hearing, one member of the public spoke against this warrant article, arguing that under the existing bylaw, any member of the public can speak at a Naming Review Committee hearing.

Let me ask this: Who at this table thinks that their vote isn’t important? Who at this table thinks it’s the equivalent of speaking at a public hearing of this committee or of a subcommittee?

One additional note: The Select Board recommended Favorable Action, with a minor amendment that changes Board of Selectmen to Select Board. That corrects a cut and paste error made by this petitioner.

I ask you for a recommendation of Favorable Action on Warrant Article 17, as so amended.”

Current policy, as recommended by the Committee and approved by the Select Board:

- (i) A person or organization of excellent reputation and character who or which has set an example of outstanding citizenship or has made an exemplary contribution of time, service, or resources to or on behalf of the community.
- (ii) A national noteworthy public figure or official.
- (iii) An event of historical or cultural significance.
- (iv) A significant donation or bequest, establishment of a trust, or other similar action.

Brookline protected classes:

Inclusion is defined as actively pursuing goals of including, integrating, engaging, and welcoming into the community all persons who come in contact with the Town regardless of their race, color, ethnicity, gender, sexual orientation, gender identity or expression, disability, age, religion, creed, ancestry, national origin, military or veteran status, genetic information, marital status, receipt of public benefits (including housing subsidies), or family status (e.g. because one has or doesn't have children) (herein, “Brookline Protected Classes”).

Questions and Comments

Preservation commission is closest thing we have to historical experts in Town. They have access to historical information and this is about expertise, and certainly not about preserving status quo.

Ben Birnbaum offered a brief overview of the subcommittee deliberation on Warrant Article 17, the substance of which can be found in the report. Overall the subcommittee sees a potential benefit in the minor change to the by-law. In favor of the WA, the argument was made that the appointment of a diversity advocate to a committee whose work would directly and publicly reflect professed community values seemed prudent, even if experience did not speak to its necessity.

Fred Lebow, Naming Committee Chair, addressed the Committee: 13 years ago we wrote up a criteria and if a naming request passes the criteria, we approve it; if it doesn't pass the criteria, we don't pass it. We don't select names or look for naming opportunities. People come in with a name and a request for what they would like to name. People don't have to come to the Naming Committee but can go directly to Town Meeting with their requests. The Naming Committee is a clearing house, vet qualifications for appropriateness for naming through relevant department (naming requests after veterans for street corners, for example; appropriateness and validity is checked through Veterans' Affairs and then they make the recommendation). Adding 1, 2 or 4 people will have no effect on the voting up or down. This WA wouldn't add anything to the current way things are done. Staff has hard enough time getting 5 people together for a meeting. Tie votes don't go anywhere.

Regrettably the Chair of the Naming Committee wasn't able to attend the hearing to bring some context and background at the time.

COMMENT: Important given the times we live in that we need to be mindful about diversity and inclusion and I support this because we need to recognize so much that hasn't been recognized, has been missed and may continue to be missed.

COMMENT: Decreasing the number of places we want to name. What are the standards and requirements of eligibility? I believe it is important to have someone who will think more broadly about inclusion and the idea of community, not try to narrow options.

Mr. Friedman gave an overview through citing specific examples how the Naming Committee operates. They respond to people who come to the Committee who have requests.

There was the suggestion that perhaps criteria be reviewed rather than changing number of members.

The petitioner responded to the Advisory Committee feedback:

The comments made are based on a cold read of the bylaw and are not intended as a slight to anyone on the Naming Committee. The criteria are circular. Naming Committee only follows the criteria they make up which is approved by the Select Board. The Naming Committee says, "We don't initiate anything" but the bylaw says the Committee can and should. I suggest we add a point of view that is missing from the Naming Committee as it is structured by the bylaw not because composition may be narrowly focused or biased. The bias is in the bylaw and structure of the committee. Adding a member of the Diversity Commission is a valuable addition that is lacking due to the current structure of the bylaw.

Request to remove the comment about "preserving status quo."

I support adding diversity to all committees.

A **MOTION** was made and seconded to refer the matter to Committee on Town Organization and Structure. By a **VOTE** of 13 in favor, 7 opposed and 1 abstention, the Advisory Committee recommends referral to CTOS.

3. Review and possibly vote on Article 29 Resolution to encourage diversity among Town Meeting members (Nobrega)

Janet Gelbart gave an overview of the subcommittee review of WA 29 the substance of which may be found in their report. The article aims to improve diversity of Town Meeting by encouraging Town Meeting members to reach out over their networks as TMMs people resign or leave by attrition. The article aims to address membership in Town Committees and Boards and encourage it to become more reflective of all of the people who live here as defined in the bylaws as protective classes.

Mariah Nobrega offered some background and incentive for the Warrant Article. The Office of Diversity, Inclusion and Community Relations did a survey and reviewed the survey results. Struck how disparate participation in town bodies is compared to our population overall. Brookline Summit on Racial Equity

spearheaded by Brookline People of Color Coalition. They identified as a priority seeking people of color to be appointed to Town committees and boards.

COMMENTS: Problem with statistics – age 19-34 are not committed residents and maybe you don't want to use that – a third of the population shifts each year; lots of mobility. If I was going to do a survey, I would take a look at not just demographics but at the stable populations of the town.

The petitioner noted that people become more stable when they are included in the process.

COMMENT: Problems with the Whereas clauses – not so much about Protected Classes when it comes to selecting speakers for Town Meeting, but more along the lines of first come, first served. On the first resolve, asking Town Meeting Members to look for under-represented classes is difficult because “they” will vary depending on what part of town you are in. Identity thing very troubling and despite the Warrant Article being well meaning something I cannot support.

COMMENT: Some of the language called to mind a quota system. Seems very restrictive. We want to encourage new fresh people to run for town meeting and get new points of view. We may lose sight of what each person coming to Town Meeting might have to offer. Also seems to lump together race as one protected class category. 16 % of Brookline is Asian which is greater than any other racial group in the Town. To do this as part of a warrant article is a funny feeling, placing as a criteria race over what other things and experiences a person can bring. Encourage people to run for office without tying it to proportion.

COMMENT: Whereas clause with statistics seems cherry picked to enforce and support the point of the article. Maybe people are getting involved in different ways or they have other passions. For the two Resolve clauses, the last is too prescriptive and micro managing what should be done. Replace the Therefore, be it resolved, clause. Change to simply include the protective class list and encourage participation. It is a serious problem with TMM encouraging each other and themselves to identify and support candidates – essentially approving their replacements. Welcome interested citizens to run...etc.

COMMENT: Committee had some reservations and see this as problematic for implementation. Its purpose, though, is to alert people to the fact that they need to begin to think about diversity.

COMMENT: I think we tend to forget that there are unseen obstacles even though we say we welcome you. Need to break the cycle and go beyond the people we know and the usual circumstances and the people we deal with. We don't recognize the doors that are closed to certain groups and it is because we keep going back to the same networks but we need to make a definite statement. We need to do the heavy lifting – wake up, look around you, and if committed to diversity then we need to do something about it. We need to look for people who haven't been self-selected and need mentoring. We need to spread the word.

COMMENT: I have a negative reaction to the phrase “Brookline Protected Classes” because racial groups are the last thing in the world that are “protected” classes. Would rather focus on diversification of personalities.

COMMENT: Don't see this as a problem. Opportunity to run for Town Meeting is open to all.

COMMENT: If you know people who are interested in running but are concerned that no one will vote for them, still encourage them.

COMMENT: Given what took place earlier this evening I would like to suggest something reasonably positive with respect to this article. Two provision that would need to be omitted – the second to last whereas clause and the further resolved clause.

COMMENT: Agree with the spirit and breaking down barriers is a good effort.

COMMENT: Also problem with the title. “Representativeness” probably isn’t a word; how about replacing it with “Diversity and Inclusion” so the title reads “Resolution to Encourage Brookline’s Town Meeting to Pursue Diversity and Inclusion Among its Membership.”?

COMMENT: Turn out issues – it is not the candidates’ job to go out to non-voters to come out and vote and to like you and it is a closed system. Someone has to do the outreach. What I am hearing is “It’s not our fault that they aren’t involved” we have to reach out. I don’t see quota. We have a diverse population in the schools, so students need to see teachers and staff who look like them.

COMMENT: People don’t get involved because they don’t want to get involved. Difficult to find people to step up and run for Town Meeting and some people don’t even vote. This is a noble but Sisyphean effort.

A **MOTION** was made and seconded to recommend referral back to the Personnel subcommittee to report back to the Advisory Committee before May 2nd.

By a **VOTE** of 15 in favor, 2 opposed and 3 abstentions, the Advisory Committee recommends referral of WA 29.

Upon a **MOTION** made and seconded to adjourn, and voted unanimously, the meeting was adjourned at 10:50 pm.

Documents Presented:

- Personnel Subcommittee Report on Warrant Article 29
- Human Services Subcommittee Report on Warrant Article 17
- Brookline Naming Committee Procedures
- DICR Letter of Support for WA 17