

**COMMISSION FOR DIVERSITY, INCLUSION & COMMUNITY RELATIONS**

**LIAISON & COMMITTEE UPDATES 01/2021**

**LIAISON/COMMITTEE : Citizen Complaint Process Committee**

**Submitted By : Joan Lancourt**

**Date : Jan. 14, 2021**

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**UPDATE**

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**Overview:**

The CCP has researched a number of Mass. towns and cities (e.g. Camb., Somerville, Newton, Arlington, Northampton,) to familiarize itself with various models and approaches to citizen complaint processes. While there were some interesting findings, none of them appeared to be 'best practice' models that could serve as a model for Brookline.

We are currently going through a process of exploring a set of core questions about what kind of a process would best suit Brookline in terms of who would have access to the process, how to make access user friendly, how complaints would be filed, what kind of investigatory powers it needs to have, what kinds of hearings it would hold, and who would do the investigations and hearing. There is a general consensus that it needs to be available to as broad a range of people as possible, and that it should include a range of issues, including Fair Housing complaints.

**Issues/Actions:**

Some of the issues being discussed are whether the process needs to have subpoena powers, right to counsel, and what kinds of enforcement powers would be needed for credibility.

Another issue focuses on what kind of process would best help change behavior, whether the process needs to have a restorative justice component, and where it should be located, and how to make it as independent as possible.

**Concerns/Questions:**

We will likely be seeking an extension to the 'due date'. We had been meeting weekly, we are now meeting every other week, but the research took much longer than anticipated, and the issues are more complex.

## COMMISSION FOR DIVERSITY, INCLUSION & COMMUNITY RELATIONS

### LIAISON & COMMITTEE UPDATES

**LIAISON/COMMITTEE : Community Engagement Committee**

**Submitted By : Malcolm Doldron**

**Date : 1/19/21**

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#### UPDATE

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**Overview:** Community Engagement Committee (CEC) is currently focusing our efforts around 3 issues:

- 1) Rollout of the Community Engagement Plan (CEP) both internally and externally. The overarching philosophy is to bring the plan to the community, rather than waiting for the community to come to us. We have begun partnering with Town events and organizations (e.g. Inspo:Expo, Brookline Neighborhood Association) to bring the CEP to those spaces, rather than just host our own. Additionally, the CEC has partnered with Brookline Interactive Group (BIG) to design multi-media tools and graphics to support the introduction to, and community buy-in of, the CEP.
- 2) Town Website Update. CEC is working with BU IT and Departments to build SmartGoals around the website. Hope is to engage each dept in keeping their website updated and make the website more accessible. Additionally, Civicplus to undergo full redesign in FY22. We have already reached out to committees, community groups, and TMMs, and have gotten good feedback.
- 3) Setting 2021 SMART Goals and onboarding of CE Specialist. New CE Specialist will be joining our meeting on Friday 1/22 to hear about our current work and outline next steps for moving forward.

**Issues/Actions:** Malcolm Doldron has taken over as CEC Chair, replacing outgoing Chair Mariah Nobrega

**Concerns/Questions:** (I would like time on the CDICR agenda to discuss the following)

**COMMISSION FOR DIVERSITY, INCLUSION & COMMUNITY RELATIONS**

**LIAISON & COMMITTEE UPDATES**

**LIAISON/COMMITTEE : Housing Affordability - Building a Better Brookline (BaBB)**

**Submitted By : Joan Lancourt**

**Date : January 13, 2021**

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**UPDATE**

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**Overview:** In preparation for enabling substantive input into the Town's revision of the Housing Production Plan, BaBB is organizing a series of small constituency groups (8-12 people) to continue a Visioning process begun at the Housing Affordability Stakeholders Meeting in Fall, 2020. Stakeholders are focusing on small groups from the under-represented constituencies (BIPOC, seniors, etc.), TMMs, Faith-based, Transportation, etc. and will be asking them to articulate their Vision for Brookline, and their concerns with the current state.

These will be aggregated and posted on one of the BIG platforms as well as becoming input for the HPP.

BaBB is also reaching out to artists throughout Brookline to help in designing a creative, fun, and interactive way to engage the various constituencies in having substantive input into the HPP early in the process.

**Issues/Actions:**

We are scheduling small groups with BCAN, the Brookline Public Health Advisory Board, the TMMs, and several Faith social action groups. If you know of a constituency or organization that would like to participate, please let me know.

**Concerns/Questions:**

Any help in reaching out to the BIPOC, Immigrant, or other low-income communities would be very welcome. Names of people who might be interested are also welcome. They can be included in a small group from a similar constituency.

(I would like time on the CDICR agenda to discuss the following)

**COMMISSION FOR DIVERSITY, INCLUSION & COMMUNITY RELATIONS**

**LIAISON & COMMITTEE UPDATES**

**LIAISON/COMMITTEE : ODICR Liaison**

**Submitted By : Dr. Lloyd Gellineau**

**Date :1/19/2021**

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**UPDATE**

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**Overview:**

**Meet with Firefighter Union Rep. to discuss the Racial Equity Survey that will be administered in February 2021. The reason for the meeting was to provide the union with an understanding of surveys purpose. It was suggested that the Racial Equity Consultant and the Office meet with union represents as a way to increase union response rate among its members.**

**Meet with the Fire Chief to discuss how the Office can help/support the Fire Department internal Human Relations Committee.**

**Meet with Sanctuary Medicinals to discuss their Diversity and Inclusion measures and to determine ways that they can be supportive of Town initiative regarding D and I. Sanctuary Medicinals will have representation on the Community Engagement- Racial Equity Working Group that will have its initial meeting on Thursday 1/21/2021**

**Coordinated the reconvening of the Executive Directors meeting in conjunction with Brookline Community Fund. This meeting provides an opportunity for various human services agencies and nonprofits to collaborate on projects and to aid each other on specific agency initiatives.**

**Hired a Community Engagement Strategist- Carolina San Miguel.**

**In conjunction with MLK Committee,Harvey Bravman and Brookline Interactive Group, provided the Brookline community with an online MLK event in honor of Dr. Martin Luther King Jr.**

**Office is spearheading the Disparities Study as charged by Town Meeting. Thus far the Office has identified and reached out to members for a working group to setup an initial meeting. The first meeting will be on Monday January 25th from 1pm- 2pm. The Office has also identified key stakeholders, Departments, private agencies and organizations to collaborate with in developing a comprehensive report. The Office is working on a Report outline and a description of disparities to have for the working group at the initial meeting.**

**Issues/Actions:**

**Annual reports will be due at the end of February.**

**Need to minutes uploaded to the Town Webpage.**

**Complete orientation for the Community Engagement Strategist**

**Acquire Employment Data for Analysis**

**Concerns/Questions:**

**(I would like time on the CDICR agenda to discuss the following)**

**Not for this meeting- would like to have a discussion on what community events the Office and the Commission can make happen this year.**

**COMMISSION FOR DIVERSITY, INCLUSION & COMMUNITY RELATIONS**

**LIAISON & COMMITTEE UPDATES**

**LIAISON/COMMITTEE : Police**

**Submitted By : Sergeant Casey Hatchett**

**Date :1/20/20**

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**UPDATE**

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**Overview:**

The following is an overview of a few new and/or ongoing activities of the BPD that may be of interest to the CDICR:

**COVID:** So far in 2020, the BPD has worked with the Town's Emergency Management Team to schedule and administer COVID vaccine to first responders in Brookline. We will continue to assist the Town with the massive undertaking of community vaccinations over the weeks and months to come, providing assistance in the areas of traffic, security, outreach and logistics in particular.

**HOMELESSNESS:** The Brookline Police Department Community Service Division has been working to address the issue of homelessness, in particular several homeless individuals who are in need of services and also have generated significant public concerns and public health/safety issues in Town. Being homeless is not a criminal offense and, although our Department has good relationships with our underhoused, there should be a Town or social service agency who is better equipped to address the complicated issues related to homelessness. During the fall, we reached out to various Town entities and found no agencies currently serving the needs of homeless individuals and concerns related to homelessness in Brookline. I initiated some discussions with key community partners and Town departments about starting a Task Force on Homelessness and was met with enthusiastic response. This month, we will hold our first meeting and will work toward finding a more appropriate, long term solution for addressing the myriad of issues associated with homelessness in Brookline.

**EPIC:** The Brookline Police Department was recently awarded a grant from the Executive Office of Public Safety to train officers in the EPIC Program. The EPIC Program, Ethical Policing is Courageous, is a peer intervention program which teaches officers how to be an effective up-stander (not bystander) when another officer's behavior puts them or the community at risk. Several officers will be trained as trainers this winter and deliver this training to the entire Department this spring.

**Issues/Actions:**

**No CDICR action needed at this time.**

**Concerns/Questions:**

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**LIAISON & COMMITTEE UPDATES**

**LIAISON/COMMITTEE : Women's Commission**

**Submitted By : Homa Sarabi-Daunais**

**Date : 1/19/2021**

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**UPDATE**

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**Overview:**

**Discussion/Planning for 'Women of the Year': inviting nominations for Brookline women's efforts in the community since March 2020. Ms. Stone will circulate a memo outlining next steps for this effort.**

**Ms. Stillman reported that the School Committee's Policy Subcommittee has drafted a change to the proposed new Title IX policy. They have agreed to include policy guidance concerning recordkeeping for both substantiated and unsubstantiated claims under Title IX, including annual reporting. Ms. Stillman circulated a statement (see Appendix A) she delivered before the School Committee (BSC) on behalf of the BCW asking for these changes. After appearing before the BSC, Ms. Stillman emailed them language from a MA Bill passed Jan 5, 2021 relative to the same reporting in higher education, suggesting to the BSC that the bill's language was instructive for Brookline's policy purposes. Ms. Stillman will attend the School Committee meeting this coming Thursday (1/14/21) where she anticipates the BSC will vote to approve the new language.**

**Issues/Actions:**

Send us nominations for woman of the year

**Concerns/Questions:**

**(I would like time on the CDICR agenda to discuss the following)**