



BARNSTABLE COUNTY
HUMAN RIGHTS COMMISSION

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www.barnstablecountyhrc.org

Barnstable County Human Rights Commission

Harborview Room, County Complex
3195 Main Street, Barnstable, MA 02630

Monday, May 7, 2018

Draft Minutes

Commissioners

Barbara Burgo
* Alan Milsted
* Kate Epperly
* Richard Lavoie
* Patricia Oshman
* Paul Thompson
* Richard Vengroff

Town Representatives

*Theresa Santos, Barnstable
*Michelle Spinney, Bourne
David Schropfer, Eastham
Scoba Rhodes, Falmouth
Gail Wilson, Mashpee
Pastor Brenda Haywood, Provincetown
*Laurie Veninger, Truro
Robert Isadore, Yarmouth
Cheryl Frye-Cromwell, Wampanoag Tribe
*Alyssa Sidal, Sandwich

Commissioner Emerita: Jacqueline P. Fields

***Interim Coordinator:** Renay Beldo-Finkbeiner

Two Commissioner vacancies

Town Representative vacancies: Dennis, Orleans, Chatham, Brewster, Harwich, and Wellfleet

*Indicates Commissioners and Town Representatives present for the meeting

1. The meeting was called to order at 5:38 pm by Chair Alan Milsted.
2. There was no public comment.
3. The minutes of the April 9, 2018 meeting were unanimously approved.
4. Report from Chair/Vice Chair: The full report is on file.
 - a) Interim Coordinator: Renay Beldo-Finkbeiner will work 13 hours a week Monday through Thursday 10:30 am – 1:30 pm. An email will be sent with Renay's email address and about setting up meetings with Renay. All commission members are asked to set up an appointment as soon as possible.

- b) Appointment of Commissioners: Members present reviewed the current BCHRC Seeks New Commissioners announcement, job description, draft procedure for filling vacancies, and ranking candidate criteria (see handouts). Chair Alan Milsted will add the new standing committees to the job description and then email the new ranking candidate criteria to the commission. The commission is asked to review and rank the most important to least important criteria for the Nominating Committee to use as a guide when reviewing resumes. Theresa Santos will see if there is a countywide PSA list to send this information to a wider audience. All BCHRC members are encouraged to email this information to anyone who may be interested. Commissioner Rick Lavoie and Barnstable Town Representative Theresa Santos were appointed to serve on the BCHRC Nominating Committee. The Nominating Committee seeks to fill the commissioner vacancies by the end of June 2018.
 - c) Summer intern: Aleksandra (Ali) K. Plucinski, is a Dennis-Yarmouth Regional High School graduate and a junior at Connecticut College. She will begin in early June. See the chair's report for internship description.
5. Budget updates: See chair's report for complete details on budget updates.
- a) Status of FY18 budget: There are food expenses billed in July that need to be verified.
 - b) FY19 budget-making: Chair Alan Milsted requests representation at the Assembly of Delegates and County Commissioners meetings. Members have attended and should continue to attend these meetings. This commission cannot assume the budget will have everything discussed until the final budget is approved; the commission must keep an active role in reviewing the budget. We must confirm that what is to be voted on is what was discussed. At this time, the Assembly of Delegates has voted to increase the BCHRC budget for FY19 (beginning on July 1) to \$8,000 more than the County Commissioners had proposed. That vote is now being considered by the County Commissioners, and, if any changes are challenged, the budget will return to the Assembly.
See <https://www.barnstablecounty.org/calendar-2/> for meetings calendar.
6. Review of Spring Human Rights Academy (April 26, 2018): The full report is on file. Commissioner Rick Lavoie delivered the highlights from the HRA Committee's report and provided a template for an invitation to schools and a procedure to follow for next year's HRA (see handouts). The dates of October 16th, 17th, or 18th have been suggested for next year's HRA. A motion was made by Vice-Chair Kate Epperly to send a formal thank you to Larry Brown and Keith Lewison of Cape Cod Academy. The motion was approved. HRA Planning Committee includes Commissioners, Rick Lavoie (Chair), Kate Epperly, Alan Milsted, Patricia Oshman, Richard Vengroff, and Town Reps, Laurie Veninger and Michelle Spinney.
7. Human Rights Breakfast (December 10, 2018): Theresa Santos is waiting for confirmation from the Hyannis Golf Club. Breakfast committee includes Commissioners Kate Epperly and Rick Lavoie, and Town Reps, Theresa Santos and Lissie Sidal. A keynote speaker for the event is needed as well as nominations for the two awards (Cornerstone and Rosenthal Community Champion).

8. Proposal for Fall Election Forum for Young People (first consideration): Chair Alan Milsted has submitted a request (Attachment 3 of Chair's report) for the BCHRC to hold an election forum this fall specifically for younger people. A possible local organization to connect with for this forum will be the League of Women Voters; Commissioner Patricia Oshman will reach out. The proposal and the chair's full report are on file. A formal vote will be taken at the next meeting.
9. Leaflet on Workplace Bullying update: The card is complete. It needs to be printed and distributed. Renay Beldo-Finkbeiner will get quotes on printing. Theresa Santos will contact the Town of Barnstable HR director to find other HR contacts across the county for distribution. Commissioner Paul Thompson will deliver a formal proposal on distributing the card next meeting.
10. Training issues and handbook: Flashdrives of the manual are in Renay Beldo-Finkbeiner's office. The commission needs to develop a training and support system for new members. Patricia Oshman has suggested we review the intake form and procedure at that time as well. Chair Alan Milsted reminded the commission about the upcoming Open Meeting Law training, registration is required. See the Chair's report for details and a full list of upcoming events that should have BCHRC representation.
11. Friends of BCHRC- no reports
12. Town Representative reports- circulated in advance. No reports. The commission would like to send a letter of appreciation to Bob Isadore. He is standing down as the Town Representative for Yarmouth at the end of the month.
13. Commissioner reports- circulated in advance.: None
14. New Business: The sidewalk on the Sagamore Bridge in Bourne was closed for weeks during road work. This blocked people who do not have access to a vehicle from crossing over the bridge. Chair Alan Milsted would like to get an organization to help those who do not have a vehicle get across the bridge. This is a time-sensitive issue since work on the Bourne Bridge is scheduled for the fall. The Chair has asked for suggestions, in addition to CORD and the ARC of Cape Cod, which organizations might support representations for better support services in future closures on either of the canal bridges.
15. Executive Session: Meeting was adjourned at 7:27 pm for commissioners to enter Executive Session. The next meeting of BCHRC will be on June 4, 2018, at 5:30 pm. The next Town Rep Quarterly meeting will be on June 4, 2018, at 4:30 pm.

Respectfully submitted,

Michelle Spinney
Bourne Town Representative