

**TOWN OF IPSWICH | MASSACHUSETTS**  
**Ipswich Human Rights Commission**  
**Tuesday, July 12, 2022; 7:00PM**  
**Ipswich Town Hall, Meeting Room C, 25 Green Street**

**MINUTES**

1. **Call to Order:** DS Called Meeting to Order at 7:00
  - a. In Attendance:
    - Present: L.Polvinen, C.Donehew, J.Duff, S.Lynch, N.Mazer, A.Markos (virtual), Officer Nikas, Interim town manager and HR Director Mary Gallivan.
    - Not Present: B.Allen, S.Schiffer, H.Leonard, C.Wms-Sweeney
  - a. Team Connections
  - b. Revisited Ground Rules: (printed on the back side of hard copy agendas)
  - c. Reading/ Acceptance of 6/21/2022 Minutes: no edits. LP moved to accept, NM seconded, all present in favor
2. **New Business: No new business**
3. **Announcements/ Acknowledgements:**
  - a. Bob Thuotte has resigned from the Ipswich HRC.
  - b. LP brought up recent issue of white supremacy flyers found in several town members' yards. Officer Nikas reported that his department is investigating. The flyers came from a group out of RI. He pointed out that this has happened in surrounding towns however some have chosen not to bring attention to the matter given that the white supremacy groups like the attention and press.
    - i. SL brought up that she would like for this & any hate speech to be denounced. The group discussed that this is a good opportunity to introduce the Ipswich HRC to the community.
    - ii. Nikas identified that the department has a civil rights officer, and he would be a great contact person for our group.
    - iii. DS asked about how we may be able to make targeted community members feel safe and informed without fueling the hate group. Mary Gallivan identified that we can direct community members to town resources (civil rights officer, HRC) to report incidents and discuss concerns.
    - iv. Mary Gallivan mentioned that perhaps we could partner with Muldoon to create a town highlights section where we can inform the community or spotlight certain key things: i.e. the civil rights officer, town events.
  - c. DS reported that Martha Brennon from Hamilton Human Rights Commission, the town's advisory group, would be happy to come as a guest to share some of the processes used in their group.
4. **Sub-Committee & Interim Work:**
  - a. Subcommittees all have a sufficient number of members (3-5): Subcommittees include:
    - i. town manager interviews, communication, community engagement, citizen query, grant writing
  - b. Identified point person for each subcommittee:

Communications: S. Lynch	Grant Writing: H. Leonard	Community Engagement: N. Mazer
Town Manager Interviews: A. Markos	Citizen Query: D. Schiano	
  - c. Other ideas: rainbow crosswalk or another monument of inclusivity, making "all are welcome" signs and inviting local stores to hang in their windows. Will need to discuss budget with Town Mgr
  - d. DS reported that Hamilton has a community member portal where citizens can report incidents. Mary Gallivan in the past had mentioned that this may not work for our group, however the group discussed different ways this could benefit the community and how to manage it.
5. **Citizen Query/ Comment:** None Currently
6. **Adjourn: 8:32pm:** DS moved to adjourn, SL 2nd, all present in favor