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Gary Christenson, Mayor

**Racial Equity Commission
Notice of Meeting and Agenda
City Hall, 215 Pleasant Street, Malden
Large Board Room #105
Date: May 25th, 2023
6:00 P.M.**

Members of the Commission may choose to participate in the meeting remotely and members of the public who wish to attend remotely can do so by using the following information:

Join Zoom Webinar:

<https://cityofmalden.zoom.us/j/98617933458?pwd=S01GMGJVN3lvWm5HSkKJ6dUM3NIVUZz09>

Passcode: 337929

Webinar ID: 986 1793 3458

This meeting will also be recorded through Zoom

AGENDA

1. Roll call of Committee Members
2. Approval of Meeting Minutes from April 27, 2023
3. New Business:
 - Review proposed mission: who we are and vision statement (**Attachment 1 to the Agenda**) and edits from commission members.
 - Vote on final Malden Racial Equity Commission, Who we are and Vision Statement
 - Determine process to approve 18-month extension.
 - Discuss CDBG \$70,000 grant funding.
 - August 25th 2022 meeting: \$70,000 CDBG grant obtained. Capacity for language access, equity assessment project. Language Access for DEI firm.
 - Review and make changes to 18-month project plan proposal: (**Attachment 2 to the Agenda**) [18 Month Gantt Chart Proposal](#)
 - Vote on final changes
4. Scheduling next meeting: June 22 (4th Thursday of the month) and Adjournment

If you would like to request a reasonable accommodation, please contact Maria Luise, ADA Compliance Coordinator at mluise@cityofmalden.org or 781-397-7000, EXT 2005.

Attachment 1

Current Mission, Who We Are, and Vision Statement

Mission:

We, the Racial Equity Commission (“REC”) is on a mission to cultivate and support diversity, equity, and inclusion. REC’s goal is to create a system which analyzes the demographic data of our impacted communities. In addition, we will create policy and decision-making, procedures, and programs, which will help the community understand who we are!

Who We Are:

We will analyze language access, public health, mental-health and wellbeing; employment, economic mobility, and education so that we can create a “better Malden”. As we analyze these trends, this will help cultivate the implementation of procedures. We stand by our vision of making every Malden resident feel included!

Vision:

We envision a vibrant, culturally diverse community in which all races have access to available resources and shared social, and civic responsibilities, and equitable opportunities for growth and development throughout their lifespan! Our diversity is our strength in addressing systemic inequities and our commitment to belongingness is the path forward.

Attachment 2

18 Month Project Plan Proposal

[Gantt Chart View](#)

Summary

- **Community Town Hall Meetings**
 - Plan and promote four separate Community Town Hall Meetings with invitations to community leaders and individuals representing under-represented communities to speak at panel style event moderated by REC.
 - Panelists will be compensated with honorarium for their time and community knowledge. The REC will generate a standard list of questions that will be asked of every panelist at each of the four Community Town Hall meetings. If we can host in the council chambers, can be recorded for future analyses. Provide translation and interpreting services at the event.
- **Qualitative Consultant Scope of Work**
 - The REC will generate an RFP for a consultant to analyze the feedback provided at each of the four Community Town Hall Meetings and distill them into themes for the commission's analysis. Combined with relevant secondary data, the consultant will be asked to review all video and audio recordings and provide summary report of findings over the course of two months.
- **Commission Prioritization and Recommendations**
 - Over the course of 4-6 months, the commission will analyze the findings provided by the consultant, and develop a final set of recommendations to present to the City Council for edits, discussions & possible actions/implementation
- **Discussion with possible actions/implementation by City Council**