

Chilmark Select Board October 19, 2021 Meeting Minutes

Present remotely: Chairperson James Malkin, Warren Doty and Bill Rossi. Others: Tim Carroll, Diana DeBlase, John Diamond, Morgan Baker, Sylvia Cohn, Suellen Lazarus, Nancy Grundman, Joel Weintraub, Marina Lent, Michelle O'Connor, Peter Cook, Carol Early, Jane Slater, Jennelle Gadowski, Jay Grossman, Marie, Lou, George Brennan, Ken Swed, Alex Palmer, Clark Goff, Ed Greenbaum, Jeff Herman, Arthur Doubleday, George Rivera, Ismail Samad, Jay Brelis-Farrell, Joan Kass, Jen Prakash, JYF iPhone, Margo Cohen, Wendy Weldon, Toni Kauffman, Thomas B, Talia Herman, Suzan Modigliani, Stephen Powers, Robin Rivera, Raleigh Russell, Patricia Washington, Pam Brock, Richard Toole, Sandra Pimentel, Rita Brown, Betty Frank Bailey, Eric Adams, Grace's iPhone, Jeans iPhone, Nancy Street, Patricia Sullivan, Paddy Moore, Bob Reardon, Catha Carlson, Gretchen Tucker Underwood, Grace Robinson, Vicki Divoll, Ann Rosenkranz, Catha Carlson, Freedom Cartwright, Jackie Mendez- Diez, MVTV agent, Kristi Strahler, David & Saskia Vanderhoop, (67)

At 5:00 PM, Chairperson Malkin called the meeting to order on the Zoom platform.

Minutes:

Draft minutes from 10/5/2021 Select Board meeting were reviewed. Mr. Doty moved to approve as written. Mr. Rossi seconded the motion. **SO VOTED: 3 Ayes**

Chilmark Town Affairs Council (CTAC) – Plan going forward:

Link to plan that is posted on website:

https://www.chilmarkma.gov/sites/g/files/vyhlif2951/f/agendas/ctac_going_forward_-_csb_10-19-21.pdf

Suellen Lazarus said *“Thank you, Jim. Thank you Bill and Warren. Thanks for giving the Chilmark Town Affairs Council (or CTAC) the opportunity to present our plan going forward. I want to begin by noting that CTAC is the governing board of the Summer Programs at the Chilmark Community Center. These are programs that run in July and the first half of August each summer. This programming includes a morning children’s camp from 9am-12pm running for approximately 6 weeks. And that camp is the focus of this plan.*

Over the past 6 weeks, we have worked hard to develop a plan for the future of the Center. Our focus has been on creating an environment to ensure that all children feel safe and supported while participating in our programs, and we all share in the diversity of backgrounds, races, cultures, ethnicities, religious beliefs, gender profiles, sexual orientation and abilities that the island has to offer. We want to encourage and welcome to our programs engagement with the Black, Indigenous, and Brazilian communities of Martha’s Vineyard, and this plan is designed with that in mind.

In developing the plan, we have consulted and benefited from the expertise of a diverse range of people and community organizations, on the island and off.

We are grateful for their guidance. We see this plan as a process. As we implement it, it will evolve and get better. It is not a checklist of one and done.

We have also worked closely with the affected family. CTAC and the family both believe that an unfortunate event can be turned into a learning moment for the community center and for the island. Together, we are committed to implementing policies and procedures to ensure institutional responsibility and constructive and meaningful conversations on race.

We know that when children play together in a safe and supported environment, the playing field is leveled. We know that the Chilmark Community Center has been the cornerstone of island life for many families and provided multigenerational and lifelong friendships. Building a community that fully represents the diversity of the island will strengthen our programs, build cultural sensitivity, and improve the lifelong experiences of those who participate.

The plan that we have developed begins with an emphasis on building inclusion and diversity starting with the Board, and then with the counselors and staff, and the campers. At the Board level this process has already begun and we have recently welcomed four new board members. They are Robin Stratton Rivera, Jay Brellis- Farrell, Ismail Samad and Jennifer Prakash.

We have articulated a Values Statement that we will expect all campers, their parents and the staff members to agree to. The statement makes it clear that bullying and harassment will not be tolerated, and the measures to take in incidents of non-compliance. These procedures for resolving problems, addressing violations and creating a positive environment have been drawn from Massachusetts anti bullying and anti harassment laws and associated guidelines as they apply to schools.

Other aspects of the plan include:

- *redefining the Executive Director position to have the capacity to help implement this plan, and a review of the Center's staffing plan.*
- *Diversity, Equity and Inclusion Training for CTAC board members and also for staff and counselors.*
- *Orientation for all new campers each Monday on Our Values Statement.*
- *Broadening our programming through partnerships to include content on the island's history related to its First People and the Black community.*
- *Designating and training staff members to encourage inclusive play and reduce the opportunity for conflicts and bullying.*
- *CTAC has work to do on governance including finishing the process of revising our bylaws, reimagining our Governance Committee and creating some other needed committees and subcommittees.*
- *We will consider new programming and opportunities to broaden our reach.*
- *And finally, how to pay for it? We have limited resources. Our fees don't cover*

our programs. We are dependent on donations to make ends meet, but that does not lessen our commitment to find creative ways to get this plan done.

In sum, we believe that this plan will put the community center on a sustainable path for the future. It is part of being a responsible organization in our community, and will help equip us, our children and grandchildren to be better members of the community. We hope, too, that we can set an example for Chilmark, for the island and for other organizations. Spoken with Diversity Coalition of Martha's Vineyard, MV Museum, The Yard, Jane's Way, Sense of Wonder Camp, Exploratorium Summer Camp in California, individuals including educators such as Jessica Harris, Patricia Sullivan and Barbara Phillips

Alex Palmer -NAACP Martha's Vineyard chapter Secretary said thank you for the plan.

Mr. Palmer asked how do you see the goals you are trying to achieve moving forward, how do you measure as go along. Ms. Lazarus said the buck stops with CTAC Board, the board will oversee this plan.

Jane Slater said the CTAC goals are good and timely. Ms. Slater asked if it was possible for Select Board to have rep on sub-board. Ms. Lazarus said we do have a member of Chilmark Select Board on our board now.

Mr. Doty said he has acted as member of CTAC for many years. Mr. Doty said his position could now be called liaison and he is happy to continue.

Joel Weintraub of the MV Chapter of the NAACP said we took the time to listen to all parties on all sides. Mr. Weintraub said he is proud of the MV-NAACP members. Mr. Weintraub said we would like NAACP to be included in moving forward as we have an interest in this.

Rita Brown of the MV -NAACP said she was camp director years ago and understands the process. Ms. Browns said she likes the CTAC statement of values and I congratulate you. Have question on process. About the deciding whether incident is, bias related. Who decides that? Gretchen Tucker Underwood of the MV-NAACP said CTAC plan is missing psychological / support -treatment for young boys involved. Ms. Lazarus said we are working with family involved, and this is not appropriate to discuss at this time. Ms. Underwood said this stopped being private along time ago.

Chairperson Malkin said now is time for public comment, not time for debate.

Raleigh Russell of MV-NAACP said as for counsellors at the CTAC Summer program she recommends CTAC adding more LGBT and diverse staff. Ms. Lazarus said yes staff and counsellors.

Paddy Moore of the MV- NAACP said what seems to be missing from framework of plan is basic racism in our society. Write in that it exists and make explicit.

Ms. Lazarus said thank you for suggestion, will put more prominently.

Steve Power said he echoes what Paddy said. Must have a recognition there is an inherent racism we have all inherited.

Jane Slater said as taxpayer in Chilmark as long as Mr. Doty is privy to the correspondence with families involved in the CCC incident. Mr. Doty said he has been included with all correspondence.

Joan Kass MV- NAACP and lifelong educator asked how this Plan would be publicized in a timely manner. Ms. Lazarus said CTAC would post on website and anytime someone signs-up for camp will agree to our value statement and agree to comply.

NAACP MV Branch - Arthur Doubleday:

Chairperson Malkin introduced Arthur Doubleday as head of NAACP on MV. Mr. Doubleday thanked members of NAACP who were present and members of CTAC especially Jeff Herman who made this (incident at 2021 summer camp) public. We as Island community need to understand here: inability to find intent on eight to nine year-olds. We did find it racially insensitive. Incident brought up adult issues.

Mr. Doubleday said Chilmark has moment to lead in the context of Summer Camps. Massachusetts has two laws, among others, that speak to incidents of bullying and discrimination in the school setting. Specifically, MGL c 71, § 370, specifically addresses Bullying, and MGL c. 76 § 5 addresses anti-Discrimination. While these laws are applicable to school settings, our investigation of the July 29, 2021, incident requires us to demand from our public officials that the definition section of these laws also include summer camps. We believe that these laws are comprehensive in their scope to give summer camps such as the one run by Chilmark Town Affairs Council proper guidance as to how to address issues of bullying and harassment.

Mr. Doubleday said we need Select Board to take the lead on this. Talk to health agent how hard to get these reports from camp operating in Chilmark. Mr. Rossi said these are strong remarks, we will definitely consider them. Mr. Doty said we welcome the MV-NAACP process in this. Will consider these recommendations. Chairperson Malkin said he is unfamiliar with this but will familiarize himself and move forward.

Tonie Hauffman of the MV- NAACP legal redress committee said they did not get CTAC's Plan until today so did not get chance to digest. Words sound wonderful however believe plan of this nature needs transparency and accountability. Benchmarks in a vacuum without other resources sharing plan to make it viable. Benchmarks need to be reached before start of camp in 2022. Ms. Hauffman said we are not your opposition we want to be a part of making thoughtful comprehensive plan. Ms. Hauffman said eyes all across the nation looking to us to make the right decisions. Opportunity to share in responsibilities you are taking on going forward.

David Vanderhoop of Sassafras Earth education said he has been trying to get involved and communicate with CTAC. Policy is not enough. Accountability is paramount with people who say they are going to follow through. Feel like this is going to be brushed off.

Mr. Vanderhoop said he is Wampanoag, a lot of unjustness opportunity no longer going to tolerate on NOPE / Martha's Vineyard. Mr. Vanderhoop said as a minority he does not feel like accountability has happened. Mr. Vanderhoop asked when the Plan would be in place. Want you to know your children are safe when they come here. Racism is alive and well on Nope.

Marina Lent – Chilmark health Admin. Engaging concept to approach this racism as a public health issue. Ms. Lent said she would bring this to the Board of Health for them to act on. Look forward to discussion on this.

Sandra Pimentel – director of MV Diversity Coalition said we do not know what we are all doing all the time but want to clarify the MVDC has been helping and advising the CTAC. It takes time to do this in a thoughtful way. It is last-minute posting of plan but good work. We believe the hearts are in the right place. Moving in right direction. Need to be generous and patient with each other. We supply consultation and support.

Ms. Lazarus said thank you all for your comments. Important to understand in pulling together we discussed this widely outside our board. Taking steps in expanding our board and bylaws, executive director job description. Sorry it does not seem apparent. In response to what will happen 10 years from now: the reason we are doing this is to put into place policy that will endure. Ms. Lazarus said we have good starting framework. This plan will be integrated into the operations of the summer camp. CTAC Board wants to be sure we are doing this well. Thank you all for your thoughtful remarks.

Ismail Samad said he would not have joined the board (CTAC) unless we could do some lasting change. In addition, to hold us all accountable. Work we have to do needs trust in building conversation. Mr. Samad asked that we allow this to happen organically. As we develop the future of CTAC.

Author Doubleday said David Vanderhoop is clearly not being heard! Mr. Doubleday said Mr. Vanderhoop has PTSD when he has to bring up what has happened to his people. Mr. Doubleday said that is how he felt when he thinks of what happened to this young boy at (2021 CTAC) camp.

Saskia Vanderhoop said she heard what you had to say about policy, but policy is never enough. Racism is alive and well for the last 500 years it's ingrained in white people. Ms. Vanderhoop said her biracial kids have been calling her out through the years. A white person needs to embrace the training and participate in the Long Talk. Mr. Vanderhoop said when we had set up dates and times for talking and you do not show up, that triggers PTSD.

Ms. Vanderhoop stressed that we all need to follow training with conversation. Mr. & Mrs. Vanderhoop said they would like to initiate recommended monthly talks. Petition for truth and reconciliation talks. Ms. Vanderhoop said we only learn when our bubbles are popped. Mr. Doty said he is a white man in a very white town and acknowledges racism exists here on Martha's Vineyard. We will work on this.

Patricia Sullivan said the presentation at beginning is to read the plans and reports. Conversations are very important. We all need to let process play out some with some trust.

Gretchen Tucker Underwood said Author Doubleday and Alex Palmer really pushed us to sign this (NAACP findings) did not see signatures on the CTAC did not sign.

Ms. Lazarus said she (Suellen Lazarus), Nancy Street, Michelle O'Connor and Morgan Baker wrote the Plan that was brought to CTAC board to be approved. There was no intention to obscure who wrote it.

Sandra Pimentel said in reference to Saskia Vanderhoop bringing up "the long talk" white people need to find the sources and take responsibility. I'll be 80 soon and every day I hope to keep learning.

Freedom Cartwright said thank you to Author and David and Saskia we created a petition asking for transparency and community conversation. Ms. Cartwright said she feels there is lack of real listening. This stolen Wampanoag land has buried in it so many things that have happened to so many black, brown, indigenes people. We need honest dialog of all the things have happened in the past.

Chairman Malkin said that was well said and very important. Please come up with additional forums for our entire island. Very valid. Chairperson Malkin said thank you all who have spoken. Thank you for your wisdom and insight. Mr. Doty said this was a good meeting; welcome all the contribution and discussion and would like to continue this discussion.

Library - Appoint of new Assistant Director/Youth Services Librarian Caroline Drogin:

Mr. Doty said he has met with Ms. Drogin and said she would be a good director and she has masters in library science. Mr. Doty moved to appoint Caroline Drogin as Assistant Director/Youth Services Librarian. Mr. Rossi seconded the motion. **SO VOTED: 3 Ayes**

COVID -19 Update:

Marina Lent the Board Administrator for the Board of Health said what we have seen this past month is a saw tooth pattern. At schools, we do not have explosive transmissions. Vaccine breakthrough cases are quite common. Vaccine good at keeping dire illness at bay. Ongoing contact tracing team. We are doing it far more intensively than the State. All health agents on Martha's Vineyard are working together. Probably see some increases in the next few weeks. Mr. Doty said so the vaccinated are not immune. Ms. Lent said 50% of cases we are seeing are breakthrough. Ms. Lent said if vaccinated the disease you do get is mild.

Filming request – Hydro:

Mr. Carroll said this is a company is looking to film some shots in Chilmark for the rowing machine they are producing. Mr. Doty said he has no concerns as Oct 20,2021 is well past our busy season. Select Board Approved request by Hydrow.

Public Safety Buildings Committee – Updates:

Mr. Rossi said the Landscaping and parking plan approved. Mr. Rossi said we hope to have the bid packages in and out by end of month want to award contact by end of Nov. Mr. Carroll discussed the process of having the financing in place for the project. Estimate construction cost bonding and borrowing to have bids in hand by mid December. Mr. Rossi confirmed project is moving forward.

Dukes County ARPA – Updates:

Mr. Rossi said applications are still coming in and the recommendations are ongoing for the awarding of ARPA funds.

Reschedule November 16, 2021 Select Board Meeting to November 23, 2021:

Select Board members approved changing the date of second meeting in November to 11/23/2021.

Hunting Permission - Requests from K. Maciel & G. Demers:

Mr. Doty said we have approved these requests for multiple years and moved to approve both as requested. Mr. Rossi seconded the motion. **SO VOTED: 3 Ayes**

Mr. Carroll said it was unclear if Select Board had Reappoint Kim Cottrill as registrar and asked if they would do so now for the record. Mr. Doty moved to appoint Kim Cottrill a Chilmark registrar. Mr. Rossi seconded the motion. **SO VOTED: 3 Ayes**

Mass DOT paving project - Squibnocket Road:

Mr. Carroll presented figures and discussion about paving Squibnocket Road and asked Select Board to approve moving forward. Mr. Doty moved to approve plan to repave Squibnocket Road as presented by Mr. Carroll. Mr. Rossi seconded the motion. **SO VOTED: 3 Ayes**

Special Town Meeting – Planning Updates:

Mr. Doty asked for update on securing tent for the Special Town Meeting. Mr. Carroll said he is still working this out. Mr. Carroll said pending on what the Board of Health advises we will setup chairs day before. Special Town Meeting is November 6 (Saturday at 1:00 PM), 2021

Mr. Carroll said the STM Warrant ready to sign by Select Board and Marshall Carroll Constable is ready to post. Mr. Carroll confirmed STM has been advertised in newspapers.

Select Board agreed they will come and sign STM Warrant 10/20/2021.

Mr. Carroll said we have the Inter Municipal Agreement back from the UIRSD with slight amendment concerning the school HVAC. Mr. Doty said this IMA looks good and moved to approve. Mr. Rossi seconded the motion. **SO VOTED: 3 Ayes**

Mr. Carroll said he has met with Susan Murphy and as the new FinCom chairperson; she would like to limit budget-hearing meetings to 1 and ½ hours. Mr. Carroll said he would be adding additional meetings Jan 19th – Feb 10th.

Mr. Carroll said he looked at the formula that Chilmark utilizes for the COLA. The figure is 3.03 % COLA and Chilmark policy is no less than 1% no more than 3%. Chairperson Malkin said this looks to be a 3% COLA for FY2023.

Margaret Maida joined meeting. Chairperson Malkin asked if there was an item that Ms. Maida wished to discuss. Ms. Maida said no.

At 6:49 PM with no further items for discussion Chairperson Malkin asked for a motion to adjourn. Mr. Rossi moved to adjourn. Mr. Doty seconded the motion. **SO VOTED: 3 Ayes**

Minutes respectfully submitted by Diana DeBlase.

Approved 11/2/2021

Document list:

- Draft meeting minutes from Select Board meeting held 10/05/2021
- Legal Redress from Martha's Vineyard Chapter of NAACP
- CTAC Plan going forward
- Library position appointment recommendation
- Hydow filming request
- Town Clerk report of voters in Chilmark
- Commonwealth search for lease space notice