Equity and Justice for All Advisory Committee
Minutes for Meeting
January 4, 2021

Members in Attendance:

Members Absent:  Mark Conrad
Meeting Location:  Via Zoom

Meeting Start:  6:03 PM
The agenda included the following:
Approval of meeting minutes for 12/21/20

Subcommittee Updates:

Affordable Housing
The Subcommittee will meet with the Affordable Housing Trust.  Members will also meet with Director of Planning and Community Development, Tim Czerwienski, and the Planning Board.

Members will look into feasibility to rezone areas for development of affordable housing. For example, allowing seniors and others more flexibility in developing their “excess property”. Both Town owned and resident owned lots will be examined to determine if they might be used to increase affordable housing.

Milton is at 5% affordable housing as compared to the minimum of the 10 % that allows for 40B developments.

It was proposed that a permanent Affordable Housing Advocate be put on the Housing Committee. Members noted that currently there are vacancies on the Housing Committee. They would like to explore how to fill these while ensuring that appointments reflect the Town’s diversity.

Keith McDermott agreed to share an example of neighborhood opposition to affordable housing.

Government
Members plan to meet with Town Administrator, Mike Dennehy.
Members recommended that Town managers who hire should have diversity hiring goals and meet periodically to share town-wide best practices.

Police and Fire
There are still uncertainties with Civil Service and its impact on diversity. Members acknowledged that they need to be more educated regarding Civil Service. Members will research Norfolk County towns and see if they face(d) similar issues with Civil Service and if
they have resolutions which may be mirrored in Milton. Members plan to meet with Mike Dennehy to get his opinion on if there are options/ideas for increasing diversity within the Civil Service system and what if any changes can be made. Member also would like to meet with the Police Unions to get their input.

Members from the Government and Police & Fire Subcommittees will develop a plan to determine next steps for the Civil Service discussion.

**Communications**
Communications with the community was identified as extremely important. The Committee discussed how to share the Committee’s work and how to get input from the community. Surveys and public meetings were discussed as means to accomplish these goals.

The co-chairs agreed to draft a preliminary communications document to be discussed at the next Committee meeting. It was agreed that presenting at the Select Board would be the first step in a communications plan. Timing of meeting with the Select Board will be in mid-late February.

**Other**
Pat Latimore said that Select Board Chair, Melinda Collins had sent her information re: Comparable Communities that the Committee may want to contact.

Meeting Adjourned: 7:02PM

Respectfully Submitted By:
Mary Ellen C. Welch, Clerk