

**East Lyme Board of Selectmen  
Regular Meeting of April 7th, 2021  
Minutes**

**Join Zoom Meeting**

<https://us02web.zoom.us/j/84694754394?pwd=WFQ2ZUZtRmpjWThOL3ZUdS9qdXY3Zz09>

**Meeting ID: 846 9475 4394 Passcode: 06357**

Present: Mark Nickerson  
Kevin Seery  
Marc Salerno  
Dan Cunningham  
Paul Dagle  
Rose Ann Hardy

FILED

*April 13, 2021 AT 8:55 AM/PM*  
*Brooked Turner ATC*  
EAST LYME TOWN CLERK

Also Present: Anna Johnson, Finance Director

**The Regular Meeting of the East Lyme Board of Selectmen was held on Wednesday, April 7th, 2021, at 7:58 p.m., via Zoom; this teleconference was recorded in its entirety and in accordance with the requirements of executive order 7B, issued by Governor Lamont, which allows for public meetings to be held over teleconference.**

Mr. Nickerson called the Regular Board of Selectmen Meeting to order at 7:58 p.m.

1b. Additional Agenda & Consent Calendar Items  
There were none.

1c. Delegations  
There were none.

1d. Approval of Minutes

**MOTION (1)**

**Mr. Seery moved to approve the Regular Meeting Minutes of March 17th, 2021 as submitted.**

**Mr. Dagle seconded the motion.**

**Motion carried, 6-0-0.**

1e. Consent Calendar

**MOTION (2)**

**Mr. Seery moved to approve the Consent Calendar for the meeting of April 7th, 2021, in the amount of \$5,617.06.**

**Mr. Salerno seconded the motion.**

**Motion carried, 6-0-0.**

2a. Special Appropriation CNRE- PD Mobile Data Terminals (MDT)- \$35,929

Lieutenant Macek was in attendance to present this item and noted some of the following:

- MDTs are mobile data terminals- computers that Officers use in their patrol vehicles.
- There has never been a real replacement plan for these computers; as we would get a new vehicle, the computer would get replaced.
- Doing so for two vehicles a year makes it a long time before the entire fleet is upgraded.
- They're looking to replace eight MDT units that are in the vehicles and currently out of compliance; there are State as well as FBI Regulations that need to be met.
- He utilized Star Computers to update the older systems in the vehicles where they could but eight that were severely outdated were left.
- As far as operating system software goes, they're unable to be upgraded.
- They have a May 11th deadline for the car camera system and body cameras.
- The vendor is coming to do the installation and these MDT units are needed to support the needed software.

**MOTION (3)**

**Mr. Seery moved to approve a special appropriation and use of \$35,929 from CNRE Fund 32, account 32-60-120-100-003 (Police Vehicles and Equipment from Fees) and forward to the Board of Finance for approval. This resolution is passed under the guidance of Executive Order 7S with no Town meeting and being less than 1% of the current budget. Ms. Hardy seconded the motion.**

Mr. Nickerson asked Ms. Johnson if we wanted to put an addendum on that motion if there were opportunities for the American Rescue Fund to cover this, we would reimburse this item. Ms. Johnson confirmed that it would be prudent to do so.

**MOTION (4)**

**Mr. Seery amended his previous motion and moved to approve a special appropriation and use of \$35,929 from CNRE Fund 32, account 32-60-120-100-003 (Police Vehicles and Equipment from Fees) and forward to the Board of Finance for approval. This resolution is passed under the guidance of Executive Order 7S with no Town meeting and being less than 1% of the current budget; if available, American Rescue Fund monies will reimburse the Town for these IT purchases. Ms. Hardy amended her second.**

Ms. Johnson said Mr. Macek would like to have further discussion regarding the dollar amount. Mr. Macek said that based on the Town's purchasing policy he received five different quotes and the one they'd like to go with is called Patrol PC, since their products are law enforcement specific.

Mr. Macek said their quote was for \$46,165 and they have a product which allows Officers to preconfigure their screen selection (much like speed dialing on a telephone), rather than having

to navigate a mouse while behind the wheel of a car; eyes are back on the road sooner which helps with safety for both the Officer and general public. He said in addition the units have an infrared scanner which allows the driver's license data to be entered upon scanning, rather than have to enter each field by keystroke, which in turn, reduces the amount of time a civilian is detained for a stop.

Mr. Mackek said he also had Star Computers review each unit from each separate vendor to determine the requirements we're seeking are met. He said Patrol PC is more money but the best available product as well as the safest.

**Mr. Seery withdrew his previous motion and amendment.**

**Ms. Hardy withdrew her second of the motion and the amendment.**

#### **MOTION (5)**

**Mr. Seery moved to Mr. Seery amended his previous motion and moved to approve a special appropriation and use of \$46,165.19 from CNRE Fund 32, account 32-60-120-100-003 (Police Vehicles and Equipment from Fees) and forward to the Board of Finance for approval. This resolution is passed under the guidance of Executive Order 7S with no Town meeting and being less than 1% of the current budget; if permissible, efforts will be made to fund the purchases of this equipment through the American Relief Program.**

**Ms. Hardy seconded the motion.**

Ms. Hardy asked how many vehicles will not have this upgrade and Mr. Macek said only the patrol units will have this equipment in them, as they're not needed in the Lieutenant, Detective, and Chief's vehicles.

Mr. Salerno asked if the other 5 vehicles have the same software or if we're going to have two different versions. Mr. Macek said there will be two different versions but will be compatible despite being a different product.

Mr. Cunningham asked if the infrared scanner feature can be added to the existing panasonic units since it seems like an important feature, and Mr. Macek said he will inquire if this is possible.

#### **Vote-**

**Motion carried, 6-0-0.**

#### **3. SCORE presentation**

Mr. Nickerson introduced the group called SCORE, who have petitioned to give a presentation. Members of the Southeastern CT Organization for Racial Equity, (SCORE), present were Benjamin Ostrowski, Serena Valentin, Nickie Padilla, Esteban Garcia, and Anneliese Lapides. All five members are either Niantic/East Lyme residents or from Town and all members participated in making the presentation. Mr. Ostrowski kicked off the presentation by explaining

that their goal is to have the Board of Selectmen adopt a resolution declaring racism as a public health crisis.

**\*\*See Attached Presentation\*\***

Mr. Nickerson thanked them for their succinct presentation and called for Selectmen questions.

Mr. Seery said these are people with roots in the Town and are clearly very passionate about this issue. He said he appreciates them coming forward and noted it's important to have these types of discussions.

Mr. Salerno complimented the group on their presentation and said he appreciated them laying out statistics for review.

Mr. Dagle observed that the group is a great representation of graduates from the East Lyme school system.

Mr. Cunningham said the presentation was very informative and that in his own mind, he thought he understood a little about racism, but he realizes there are aspects he had not considered before.

**4. Discussion and Possible Action- Apply FEMA and American Rescue Plan Funds to 2021/2022 Budget Capital**

Mr. Nickerson reminded the Board of the FEMA money the Town received and how some was applied to the new Public Safety building. He said some funds were left over and put into contingency and they don't want to see the contingency fund turn into a rainy day fund, which is what happens to all money at the end of the year that isn't spent.

Mr. Nickerson said he and Ms. Johnson have been discussing applying some of the FEMA money towards some of our capital items, thereby reducing the tax burden to our citizens. Ms. Johnson pointed out that the portion of FEMA funds he is referring to is \$327,046 and is currently in the contingency account in the general fund. She said they discussed using the funds for some repairs to the boardwalk, the police body cams which they did do an appropriation for in the amount of \$151,601, and sidewalk work; we started with \$327,046 and the remaining balance is \$175,445.

Mr. Salerno said this is an opportunity to seal the boardwalk, and in terms of sidewalks, although we're waiting on the corridor study there are other sidewalks that could be interconnected. He added that he would like to see some headway on sidewalk work.

Ms. Hardy suggested utilizing some of the money towards tree removal since we're behind on this.

The Board briefly discussed potential items for consideration.

5. a. Ex-Officio Reports:

- Ms. Hardy had nothing to report.
- Mr. Salerno had nothing to report.
- Mr. Dagle said the Public Safety Building progress continues to be made and are hoping to reach completion in June or July; they will have better clarity when they meet this week.
- Mr. Cunningham said he attended the Historic Properties Commission meeting last night in person, at the Samuel Smith Barn; there was plenty of space and they were able to maintain social distancing.
- Four Samuel Smith events are being planned for the upcoming season and are still waiting to hear about their grant application.
- Mr. Seery said he attended the Board of Education meeting and Henry Kydd was made a 12 month Assistant Principal for the High School; he's a very well liked teacher, administrator, and is an asset to the district.
- The high school baseball field is currently a disaster, to re sod only and not address the problems that have caused it, would cost \$63,000; a long term solution needs to be determined.
- Parks & Rec will be holding a family trivia night on April 23rd, 2021 at McCook's Park; it will be limited to 45 cars, questions will be on a big screen, and answered from each vehicle.

b. First Selectman's Report

Mr. Nickerson said:

- He's waiting for instruction in regards to the American Rescue Fund.
- The Governor released new executive orders yesterday that give us the temporary power and authority to change the dates ascribed in our Charter for our Town meeting and referendum to better suit our needs.
- A three week window as opposed to the normal two week window between the Town meeting and referendum might work better since the orders are allowing absentee ballots for any reason.
- The Town Attorney is reviewing the executive orders now and he will present their findings at their next meeting, or schedule a special meeting if necessary.
- This will put a lot of pressure on the Clerks and Registrars since more people may turn out to vote given this.
- Celebrate East Lyme has been cancelled.
- We need to begin scheduling American Rescue Plan meetings.

Mr. Salerno said he would prefer having a longer Board of Selectmen meeting rather than holding a special meeting. Mr. Nickerson suggested starting the April 21st meeting earlier and Ms. Hardy asked about forms being submitted by groups ahead of time for review. Mr. Nickerson said Ms. Anderson and Mr. Seery have been drafting a form which he will distribute to Department Heads next week.

6. Public Comment

There was none.

7. Selectman's Response

There was none.

8. Adjournment

**MOTION (6)**

**Mr. Seery moved to adjourn the April 7th, 2021 Board of Selectmen meeting at 9:08 p.m.**

**Mr. Cunningham seconded the motion.**

**Motion carried, 6-0-0.**

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# Declaring Racism as a Public Health Crisis: Adopting a Resolution

April 7, 2021



SOUTHEASTERN CONNECTICUT ORGANIZATION FOR RACIAL EQUITY



Board of  
Selectmen  
APR 07 21  
Agenda Item  
# 3

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## Directors of the Southeastern CT Organization for Racial Equity (SCORE)

Ben Ostrowski: *Executive Director*

Serena Valentin: *Director of Operations*

Nickie Padilla: *Director of Programming*

Esteban Garcia: *Director of Finance*

Anneliese Lapidés: *Director of Community Engagement*

*SCORE is a nonpartisan organization committed to anti-racist action with the ultimate goal of making people of color feel heard, safe, and welcome in southeastern CT. We have official 501(c)(3) status from the IRS.*



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## Today's Presentation:

- I. Definitions
  - A. Racism
  - B. Social Determinants of Health
  - C. Public Health Crisis
    1. Statistics
- II. Actionable, Long-Term Solutions
- III. Support for the Resolution

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## Definition of Racism

“Racism is a system of structuring opportunity and assigning value based on phenotype (‘race’), that:

- unfairly disadvantages some individuals & communities,
- unfairly advantages other individuals & communities,
- and undermines realization of the full potential of the whole society through the waste of human resources” (Jones, 2003).

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## Levels of Racism

### (1) Institutional

- Structures, policies, societal norms, and practices that result in differences in access to societal goods, services, and opportunities based on race

### (2) Personally-Mediated

- Prejudice (the assumptions and judgements made) & discrimination (the actions taken based on those ideas)

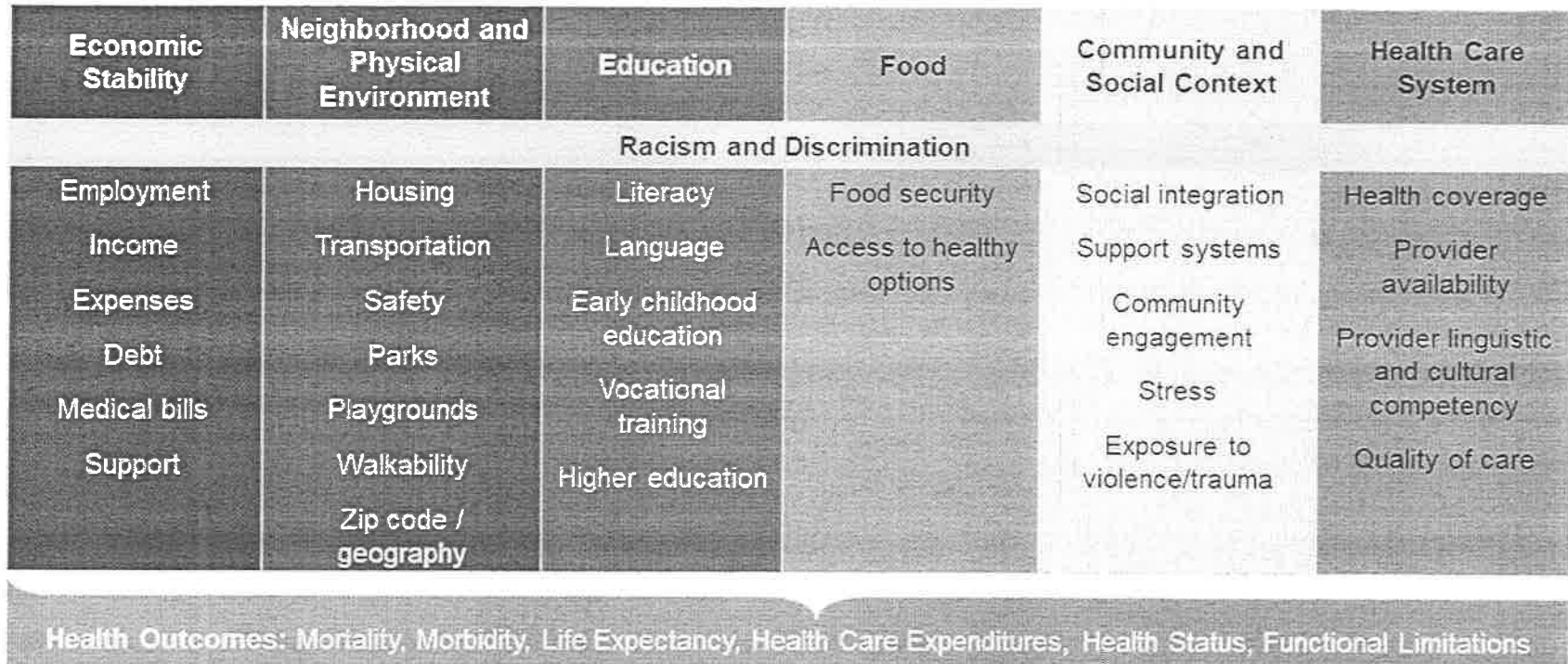
### (3) Internalized

- Acceptance by the marginalized group(s) of negative messages about abilities and worth

→ **Microaggressions:** verbal or behavioral actions that communicate stereotyping, hostility, or socialized beliefs of marginalized individuals/communities (may be subconscious/unintentional)

Figure 2

## Social and Economic Factors Drive Health Outcomes



# RACISM AS A PUBLIC HEALTH CRISIS

In order to be declared a public health crisis, the following criteria must be met:

1. Affect large numbers of people
2. Threaten health over the long term
3. Require Adoption of large-scale solutions

**1** RACISM IMPACTS THE LIVES OF 100+ MILLION BLACK/INDIGENOUS/PEOPLE OF COLOR (BIPOC) IN THE UNITED STATES

**2** RACISM HAS NEGATIVELY IMPACTED THE LIVES OF BIPOC SINCE THE FOUNDING OF THE UNITED STATES

**3** DISMANTLING RACISM REQUIRES WORK AT THE INSTITUTIONAL LEVEL, RANGING FROM HEALTHCARE, TO EDUCATION, TO HOUSING, AND ALL POLICIES THAT INTERCONNECT THESE INSTITUTIONS

Source: Connecticut Health Foundation

SCORECT.COM

**SCORE**  
CONNECTICUT ORGANIZATION FOR EQUITY

# RACISM AS A PUBLIC HEALTH CRISIS

Massive health disparities exist between races in Connecticut. A necessary step to addressing this inequity is the declaration of racism as a public health crisis.

**23.6%**

OF COVID DEATHS  
ARE BLACK  
INDIVIDUALS

**4X**

BLACK MOTHERS ARE  
4X MORE LIKELY TO  
DIE DURING  
CHILD BIRTH THAN  
WHITE MOTHERS

**1/2**

HISPANIC ADULTS ARE  
HALF AS LIKELY TO BE  
GIVEN PAIN MEDICINE  
FOR A BROKEN BONE  
AS WHITE ADULTS

**#1**

BLACK INDIVIDUALS  
HAVE THE HIGHEST  
CANCER MORTALITY  
FOR ALL CANCERS  
COMBINED

Source: Connecticut Health Foundation

[SCORECT.COM](http://SCORECT.COM)

**SCORE**

CONNECTICUT HEALTH FOUNDATION

# RACISM AS A PUBLIC HEALTH CRISIS

Despite high aggregate health outcomes, Connecticut is 42nd in health disparities, according to the United Health Foundation.

**4X**

BABIES BORN TO BLACK MOTHERS ARE MORE THAN 4X AS LIKELY TO DIE BEFORE THEIR FIRST BIRTHDAY AS BABIES BORN TO WHITE MOTHERS

**4X**

HISPANIC INDIVIDUALS ARE 4X MORE LIKELY TO BE UNINSURED THAN WHITE INDIVIDUALS IN CONNECTICUT

**2X**

HISPANIC ADULTS ARE TWICE AS LIKELY TO HAVE GONE WITHOUT SEEING A DOCTOR FOR MORE THAN 12 MONTHS AS WHITE ADULTS

**2X**

BLACK INDIVIDUALS ARE TWICE AS LIKELY TO DIE FROM DIABETES-RELATED COMPLICATIONS THAN WHITE INDIVIDUALS

Source: Connecticut Health Foundation

[SCORECT.COM](http://SCORECT.COM)

**SCORE**

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## Actionable, Long-Term Solutions

- Tangible outcome: every action taken (e.g., budgetary decisions, policies proposed) by the Board will include a report or subsection detailing
  - (1) how the action will influence BIPOC, and
  - (2) if the influence is negative, how the Board will ensure equitable outcomes
- Addressing disparities and inequities among BIPOC then helps to address other factors of structural inequity
- Contribute to the public health & equity of our town, region, and state



# Support

"People of color are more likely to experience conditions in housing, food access, healthcare, employment, transportation, education and other social determinants of health that put them at risk for preventable disease and premature mortality. The biological impacts of living with chronic stress resulting from racism exacerbate that risk."

-Stephen Mansfield, MPH, REHS; Director of Health, Ledge Light Health District

-Jennifer Muggeo, MPH; Deputy Director, Ledge Light Health District

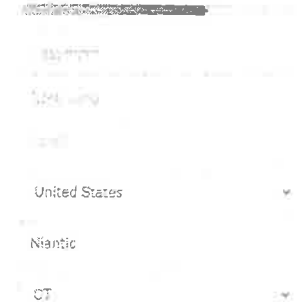
"Elders in middle to high income nursing homes (mostly white) receive therapeutic intervention that effectively capitalizes on their strengths, compensates for their needs, and maximizes their quality of life in their final years. The vast majority of residents (mostly minorities) in low-income nursing homes do not receive the services and support that they deserve, that they have a right to, and that we would all want our parents and ourselves to receive in this stage of life." -Susan Ostrowski, MA, MS, CCC-SLP; Reading2Connect®, Co-Creator/Director

"I, as a Healthcare Provider, have been a witness to the indifference of doctors and nurses while "giving care" to minorities. During this pandemic, I have known of Latinos that have been discharged back home for the third time from an ED Department (positive for COVID-19), to be brought back in an ambulance the next day and dying in the ICU not long after that. In the meanwhile, others were admitted to the hospital, treated, and even given experimental medication and survived it." -Loreto Verde, Physician Assistant

## Officially Declare Racism a Public Health Crisis in East Lyme



663 have signed. Let's get to 1,000!



### Officially Declare Racism a Public Health Crisis in East Lyme

Menu View petition



Only 337 more supporters to the next goal!

4,295 Views

14 Shares

#### Share your petition

Successful petition starters share their petition about 12 times. Try to share on as many different platforms as you can, and be sure to ask others to sign and share your petition to build momentum!

<http://chnp.it/WXrbNaSd>

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Get your link to make it easier to share.

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# The Resolution

## TOWN OF EAST LYME: RESOLUTION DECLARING RACISM A PUBLIC HEALTH CRISIS

WHEREAS race is a social construct with no biological basis;

WHEREAS racism is a system of structuring opportunity and assigning value based on the social interpretation of how one looks and causes persistent discrimination, both intentional and unintentional;

WHEREAS racism is a system of power that exists at both the individual level as interpersonal and/or internalized racism and at the system level as institutional and/or structural racism;

WHEREAS racism unfairly disadvantages specific individuals and communities while unfairly giving advantages to other individuals and communities;

WHEREAS racism saps the strength of the whole society through the waste of human resources;

WHEREAS racism is a root cause of poverty, constricts economic and social mobility, creates barriers to resources, and has created a wealth divide;

WHEREAS racism results in segregation and inequities in many areas of life, including economic stability, housing, education, physical environment, food security, employment, healthcare, and criminal justice and policing resulting in a health divide with Black, Native American/American Indian, Asian/Pacific Islander and Hispanic/Latinx residents being more likely to experience poor health outcomes and bearing a disproportionate burden of illness and mortality;

WHEREAS more than 100 studies have linked racism to worse health outcomes and the 2016 and 2019 Community Health Assessments of the Health Improvement Collaborative of Southeastern Connecticut, of which the Town of East Lyme is a member, identified numerous racial inequities in health outcomes and social determinants of health in the region, and the 2019 Community Health Improvement Plan includes addressing racism as a public health issue;

WHEREAS the collective prosperity and wellbeing of the Town of East Lyme depends upon equitable access to opportunity for every resident regardless of the color of their skin:

Now, therefore, be it *Resolved*, that the Board of Selectmen of East Lyme asserts that racism is a public health crisis affecting our town and all of Connecticut and is committed to:

- (1) Working to progress as an equity and justice-oriented community by continuing to identify specific activities to ensure antiracism principles across our leadership, staffing and contracting;
- (2) Promoting equity through all policies and budgets approved by the Board of Selectmen;
- (3) Addressing and dismantling racism with a focus on how it affects the delivery of Town services including human and social services, education, economic development and public safety;
- (4) Improving the quality and analysis of the data our town collects and continuously monitoring both qualitative and quantitative data to identify inequities and evaluate and improve upon our efforts and initiatives;
- (5) Continuing to advocate for relevant policies that improve health in communities of color, and supporting local, state, regional, and federal initiatives that advance efforts to dismantle systemic racism;
- (6) Furthering work to solidify alliances and partnerships with other organizations that are confronting racism and encouraging other local, state, regional, and national entities to recognize racism as a public health crisis;
- (7) Improving upon systems of communication and community engagement and involvement in leadership and policy making to actively and authentically center the voices of Black, Native American/Indigenous, Asian/Pacific Islander and Hispanic/Latinx residents in the design, monitoring and evaluation of policy and practice changes and initiatives, and
- (8) Identifying clear goals and objectives, systems of oversight, and accountability to assure that the Town of East Lyme is actively and continuously advancing racial equity.

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# Questions?