

Greg Lucey

From: Karen Hayes <kcolonhayes@gmail.com>
Sent: Monday, November 23, 2020 5:58 PM
To: Greg Lucey
Cc: Debbie Demaria; Stephen Winslow; Craig Spadafora; Paul Condon; Peg Crowe; Barbara Murphy; Amanda Linehan; Neal Anderson; Ryan O'Malley; Jadeane Sica; David Camell
Subject: Public Comment

Dear City Clerk Lucey,

My name is Karen Colón Hayes Ward 3 resident residing at 105 Wyoming Avenue. I am sending in my public comment regarding 395-20 under Communications by Ryan O'Malley.

I am writing to voice my support for the nomination procedure for City Council President to be an open and transparent process. I understand it is the right of the Councillors to vote for their President, but I am concerned with the amount of times this has happened in Ward 4. First, with former Councillor Jim Nestor, and now with Councillor O'Malley.

This will be the second year *in a row* that Councillor O'Malley will not be given an opportunity to lead as Council President. I am asking that the public be able to listen and understand what the criteria for president is, how it is discussed among council members, and what are the guidelines for nomination. I have been watching City Council Meetings (both in person and virtually) for the past 15 years and I see no reason why Councillor O'Malley should not be given the same chance to speak for the Ward 4 residents in a leadership role. They deserve the same respect as the rest of our city.

Ryan O'Malley is the voice of his constituents and he shows up each week fully prepared. It is obvious to all who are watching that he has done his homework and researched the issues fully. He is respectful, intelligent, well spoken and one of the hardest working Councillors in this City- especially when it comes to transparency.

I hope he is given this opportunity to shine and I respectfully ask the rest of the Councillors to do the right thing. Follow the order of tradition by giving the Councillor with the most seniority who has NOT had the chance to lead be president.

What was once an unconventional move, is now looking to be the norm- what will this mean for the Councillors next in line?

Thank you for listening.

Karen

Greg Lucey

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From: Isadel E. <isadel.eddy@gmail.com>
Sent: Thursday, November 19, 2020 4:39 PM
To: Greg Lucey
Subject: Request time to speak at the City Council Meeting

Hi Greg,

I request time to speak at the next Malden City Council Meeting on November 24. I would like to speak about diversity, equity, and inclusion in Malden. Is writing you an email enough, or do I need to take another action to speak during public comment?

Thank you,
Isadel Eddy
58 Blomerth Street
Malden, MA 02148

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(S)

Greg Lucey

From: Sean Hickey <sean128@live.com>
Sent: Sunday, November 22, 2020 10:57 PM
To: Greg Lucey
Subject: Public Comment-Paper 395-20
Attachments: City Council.docx

Letter (S)

Good Evening Councilors,

My Name Is Sean Hickey, formally of 51 Tremont Street in Ward 4. I am writing in relation to City Council Paper 395-20 to make my disgust with this paper that was submitted by Ward 4 Councilor Ryan O'Malley known and public for the record.

City Councilors should, for lack of a better word, "Campaign" and gain support from fellow councilors in order to be elected City Council President. To put this ridiculous paper on the City Council agenda and to waste the time of council serves no other purpose other than to increase his visibility and standing Citywide for the 2021 Municipal Election, and possibly even the 2023 Election. Clearly, if Councilor O'Malley feels the need to put this paper on the Council agenda, he 1. Doesn't have the support of his fellow Councilors to be Council President and 2. Is possibly positioning himself to seek Higher Elected Office, either within the City or possibly even State.

I strongly urge all councilors to table this ridiculous paper and move on with the business of representing We, The People, and not to turn the City Council Docket into a Show-Boating free for all.

I respectfully ask that this be read into the Public Record for the scheduled meeting of 11/24/2020.

Thank You,

Sean Hickey

Ferry Street

Everett,MA

Greg Lucey



From: DEIRDRE CAMPBELL <dcampitup@comcast.net>
Sent: Monday, November 23, 2020 2:45 PM
To: Greg Lucey
Cc: Mayor Christenson
Subject: City Council Meeting-Tuesday, November 24, 2020

Dear Mr. Lucey,

In your role as Clerk for the Malden City Council for the 11/24/2020 meeting, would you please include my letter, below in Public Comments relative to the position of City of Malden Diversity, Equity and Inclusion?

. Thank you.

Dear Council President Sica and Councilors,

. Thank you for the opportunity to offer Public Comment regarding the new City position for Diversity, Equity and Inclusion.

. I understand that a favorable vote was taken, based upon the Finance Committee's recent consideration of financial compensation for the position, as requested by Mayor Christenson.

I hope that the Legislative and Executive branches of Malden's Government will continue to work collaboratively to ensure that the salary, benefits, role and function of this position is fully developed and tailored for success.

. The person occupying the position for Diversity, Equity and Inclusion is critical to the culture shift that is vital to the future of Malden. It is not only the quantity of diverse individuals and groups, but their presence in every aspect of how the City functions that is pivotal.

. To attract and retain the right person to this challenging DEI position necessitates a competitive salary. (One can see that the average salary, nationally is \$100,278 per ZipRecruiter.) To maximize the chance for

success, I believe this person should be a member of the team of Directors.

. We have an opportunity to build bridges. It is my hope that soon, there will be no need for bridges. That is, there would be no divisions of race and class, nor health disparities.

. Thank you for your consideration.

. Respectfully submitted,

. Dee Campbell-Tompkins

. Ward 2-17 Chester Street

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Greg Lucey



From: Miss Bee Kay <bwannkgwann@gmail.com>
Sent: Monday, November 23, 2020 4:08 PM
To: Greg Lucey
Subject: Re: Concerns about Diversity Equity and Inclusion Coordinator

Good Afternoon Councilor Lucey:

I wanted to follow up regarding my email below and to confirm that I am on the schedule to speak to the council tomorrow evening for the city council meeting.

Please kindly advise,
Bwann

On Thu, Nov 19, 2020 at 5:19 PM Miss Bee Kay <bwannkgwann@gmail.com> wrote:
Good Evening Councilor Lucey:

My name is Bwann and I am a resident of Malden. I am reaching out to request that I am able to speak to the council in the next city council meeting scheduled this Tuesday, November 24th 2020. While I know I did not have the chance to address the council on November 10th 2020, I kindly ask that I am able to address the council this upcoming tuesday about serious concerns for the Diversity, Equity and Inclusion coordinator position

Thank you,
Bwann Gwann

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Greg Lucey

From: Naomi Kahn <naomikahn617@gmail.com>
Sent: Monday, November 23, 2020 6:37 PM
To: Greg Lucey
Subject: Ryan O'Malley for City council President

Dear City Clerk Lucey,

My name is Naomi Kahn, a Ward 6 resident residing at 33 Tyler St. I am sending in my public comment regarding 395-20 under Communications by Ryan O'Malley.

I am writing to voice my support for the nomination procedure for City Council President to be an open and transparent process. I understand it is the right of the Councillors to vote for their President, but I am concerned with the amount of times this has happened in Ward 4. First, with former Councillor Jim Nestor, and now with Councillor O'Malley.

This will be the second year *in a row* that Councillor O'Malley will not be given an opportunity to lead as Council President. I am asking that the public be able to listen and understand what the criteria for president is, how it is discussed among council members, and what are the guidelines for nomination. I have been watching City Council Meetings (both in person and virtually) for the past 15 years and I see no reason why Councillor O'Malley should not be given the same chance to speak for the Ward 4 residents in a leadership role. They deserve the same respect as the rest of our city.

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I hope he is given this opportunity to shine and I respectfully ask the rest of the Councillors to do the right thing. Follow the order of tradition by giving the Councillor with the most seniority who has NOT had the chance to lead be president.

What was once an unconventional move, is now looking to be the norm- what will this mean for the Councillors next in line?

Thank you for listening.

Sincerely,

Naomi Kahn

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Greg Lucey

From: Chris Fernandez <cfernandezruns@gmail.com>
Sent: Tuesday, November 24, 2020 9:24 AM
To: Greg Lucey
Subject: Public Comment - 402-20

Hello Clerk Lucey,

My name is Chris Fernandez of 121 Salem Street, and I'd like to leave a comment on docket item 402-20. I was told that the best way to do this for tonight's city council meeting was to send my comment as an email to you. My comment is attached below:

Hello City Council,

My name is Chris Fernandez of 121 Salem Street, and I'd like to leave a comment on docket item 402-20.

The Mayor's original plan, as laid out in his UniteMalden 2020 Initiative, was to "Fund a full-time Director of Equity, Inclusion and Community Engagement". However, the city council committee report tonight describes the position as a "Diversity, Equity and Inclusion Coordinator". I am concerned that this role may have been quietly reduced in scope and would not be able to successfully fulfill its purpose. I want to make sure that this position is taken seriously and isn't just an empty figurehead giving the appearance that Malden is making diversity efforts.

-Chris Fernandez, 121 Salem Street

If this is not the appropriate method for leaving public comment, could you please direct me to the correct way? Thank you for all of your hard work!

-Chris

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Greg Lucey

From: Carey McDonald <mcdonald.carey@gmail.com>
Sent: Tuesday, November 24, 2020 12:29 PM
To: Greg Lucey
Cc: Lisa M. Cagno
Subject: Re: Public Comment re DEI Position

Hi Greg,

I didn't hear back from you, so I am not sure whether I am in the queue for tonite's meeting. I am sending my statement below to be sure it gets included. The process for understanding how to submit public comment has been confusing, is there a publicly posted policy you can point me to for future reference?

Thanks - Carey

—

Public Comment re DEI Coordinator Position (item 402-20)

I write today to follow up on my comment from two weeks ago to implore the Council to push for greater investment in the City of Malden's commitment to diversity, equity and inclusion. The Mayor's UnitedMalden 2020 pledge committed to a Director of Diversity, Equity and Inclusion, yet the position before you is clearly short of that. Similar DEI Director positions in Medford, Somerville and Cambridge all make over \$100,000, as do other Department Directors in Malden. Hiring for a DEI Coordinator position at \$65,000 is a clear signal to applicants that Malden does not take its commitments to diversity and inclusion seriously, that it is not a core priority for the city.

However, I believe the problems with this DEI Coordinator position are a symptom of a larger problem. As our elected leaders, I have often heard you name Malden's diversity of race, language, country of origin, gender, ability and class as one of its core strengths. I've also heard you recognize what is painfully clear, that the leadership of the city does not fully reflect this diversity. I take you at your collective word that this disparity matters to you, that you are committed to the years of work it will require to create a more fair and inclusive Malden. This will only be possible if we are centering the voices of those most impacted by current inequities. How do we approach this work in partnership, recognizing that critical voices in this work are not currently represented in city government?

In the past two weeks I supported a petition along with hundreds of other Maldonians to fully fund the DEI and the work itself, which will ultimately require more than one staff position. Importantly, the writers and signers of this petition are Black, Indigenous and People of Color, queer people, disabled people. We should not have to petition to have these concerns addressed, requiring countless hours of labor to get the city to live up to what is already supposedly a commitment. Critical decisions like the structure of this position need a consultation process before they are put before the Council to ensure a range of voices are taken into account. How will you as Councilors set the expectation that the City get appropriately diverse input before policy is proposed?

I urge you to do whatever you can to increase the City's investment in this position and the work of diversity, equity and inclusion overall, and to set a better process for inclusive community input going forward.

Carey McDonald, 33 Pierce St., Malden

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On Fri, Nov 20, 2020 at 3:02 PM Carey McDonald <mcdonald.carey@gmail.com> wrote:

>

> Hi Greg,

Greg Lucey

From: Miss Bee Kay <bwannkgwann@gmail.com>
Sent: Tuesday, November 24, 2020 3:50 PM
To: Greg Lucey
Subject: Re: Concerns about Diversity Equity and Inclusion Coordinator

Here is a copy of my letter for tonight

Good Evening Council President Sica & Members of the Malden City Council:

My name is Bwann Kellie Gwann and I live on 1 Main Street Malden, MA 02148. I write to you in regard to the position of the *Diversity, Equity and Inclusion Coordinator* role, I have serious concerns about the implications for this position at the current salary and position title proposed by the council and mayor. I strongly support this position for it to be elevated to a Director level position.

The Malden city council must be willing to allocate funding and commit to issuing generous resources to support this position. The candidate selected for this position must be culturally competent, hold a high level of authority to not only hold important conversations needed in the community, but address the systemic issues that plague this city. The person in this position should also establish accountability metrics for the various departments they will be working with (i.e., Human Resources, Malden Public Schools etc.). This way there is a track record and progress which could identify any concerning trends or patterns that currently exist in the city with solutions to remedy such challenges.

If we're not seeking to make this important change in elevating this position, then the city of Malden runs the risk of maintaining harmful systems and structures which affects everyone, including members of this council. Change must start at the top and groups that hold a level of authority. With that said, Malden is a diverse community with people from different countries and ethnicities. Yet, none of this diversity is reflected truly reflected in our city council, nor leadership positions in the city of Malden.

We must move beyond being "aspirational" in the pursuit of social justice, fairness and equity in the city of Malden and must be willing to invest in this initiative long term.

Not doing so will be at best a performative "gesture" under the guise of being progressive; and at the very worst harbors the toxic and harmful practices while being complicit in the failure to truly address racism, homophobia, ableism, transphobia, xenophobia in our own backyard.

On Tue, Nov 24, 2020 at 9:28 AM Greg Lucey <glucey@cityofmalden.org> wrote:

Good morning Bwann,

Yes, you would be able to speak.

Greg Lucey

From: Erga X <ergaxd@gmail.com>
Sent: Tuesday, November 24, 2020 4:33 PM
To: Greg Lucey
Subject: City Council meeting 11/24

Dear Councilor Greg Lucey and City Council Committee members,

My name is Erga Pierrette. I live in Ward 8, at 93 Oliver Street.

When Mayor Christensen made the announcement during the NAACP event about his commitment to create and fund a Diversity, Equity and Inclusion Officer for Malden, I was elated! Then I saw the proposal. It is an unrealistic job description with endless responsibilities, duties and expectations that by design, will likely cause burn out and failure.

This position is long overdue for our community. I am disheartened at the lack of research, thought and time that was put into the paper that was submitted by the mayor and approved by this council as it was written.

It is imperative that this position is changed from a coordinator to a director-level position with a salary of at least 105k. This position requires a specific skill set, talent, and experience. The person in this role must have exceptional organizational leadership abilities that are necessary to transform this broken city, that

operates within a flawed system that perpetuates racism, homophobia and sexism.

The DEI director will take the lead to move our city in the right direction towards change! Malden needs a clear DEI strategic plan. This strategic plan must outline the city's commitment to a set of comprehensive diversity, equity and inclusion goals. It is vital that the strategy is a collaborative development of a 5-10 year strategic plan by the mayor and DEI Director. This individual must be supported by the mayor in executing the goals and initiatives as well as possess the authority to make decisions and enforce policies.

I applaud Mayor Christenson for declaring racism a public health crisis in Malden. I believe that this shows that our mayor is informed and aware that there is a great sense of urgency to change Malden's current narrative, of the way Black and brown adults and children are being mistreated, silenced and gaslighted.

It is time that action is taken by this council to be intentional about making city government, boards and commission leaders reflective of our racial and ethnic population as well as becoming linguistically inclusive.

In the spirit of inclusivity, I believe that the city council committee should set the tone to being a respectable

and upstanding body that exercises fairness to its constituents and all of its board members.

Councilor O'Malley appears to be treated differently by his colleagues because he has not had the opportunity to lead this council, as President, like his fellow councilors have done. The initiatives that he has been involved in or in support of, have been aligned with inclusivity, racial equity and transparency. He has been a fierce advocate for the constituents in his ward as well as other Maldonians at large.

Let the youth who call this city home, let the youth who are watching, see that the actions and necessary steps are being taken by our leaders, to make Malden a welcoming, equitable and Inclusive city for everyone.

Thank you for the opportunity to be heard this evening.

Erga Pierrette
93 Oliver street
Malden, Ma

Greg Lucey

From: Isadel E. <isadel.eddy@gmail.com>
Sent: Monday, November 23, 2020 11:33 PM
To: Greg Lucey
Subject: Re: Request time to speak at the City Council Meeting

Hi Greg,

You never verified if I was able to reserve a spot to speak by emailing you. I heard this evening from someone else that this is not possible, that the number of letters sent may use up all 15 spots permitted and that no one who attends the meeting will be permitted to make a public comment. Therefore, I have re-written my comments and am including them as a letter for you to read below.

Sincerely,
Isadel Eddy

November 23, 2020

Dear Malden City Council Members,

As you are well aware, I was one of eight people who recently drafted a petition that asked you to allocate more resources for a DEI position in Malden. Over 260 Malden residents have signed the petition and dozens of other people who work or organize in Malden have signed as well.

Perhaps you could view our petition as us, the Malden community, asking you to make a continued and growing investment in a vision of Malden that is more equitable and inclusive. This vision includes more BIPOC, LGBTQ+ people, people with marginalized religious identities, and people with marginalized gender identities in leadership positions in City Hall. This vision includes the voices and input of people with different identities being respected and listened to, in both branches of our city government. This vision includes our city government being transparent, inclusive, and welcoming.

I hope that you take from our petition that we care about Malden and that we want to be involved in decisions that affect us. I hope you take to heart that since the person hired for this DEI position is to work for systemic change, then our residents who are most oppressed by the systems that are in place should be welcomed on the interview committee.

There has been much talk of the salary requested in the petition, which is above \$100k / year. I, like many other community members, view this position as vital to a larger diversity, equity, and inclusion plan in our city. We envision a DEI Director having months on the job to listen to the community and build a strategic plan in collaboration with the Mayor before then hiring two staff to help enact the plan. There are few Malden jobs that carry more responsibility than this, so I believe the position should come with a salary that is in-line with director-level salaries in Malden. Directors in Malden have salaries in the range of \$85k - \$119k this fiscal year. Hiring someone as the person in charge of DEI work in our Malden City government at a salary of \$65k / year, or even potentially \$80k / year as Parking Director Ron Hogan said at the Finance Committee meeting last Tuesday, echoes the disparities we see in our community. It means that a position dedicated to making Malden more equitable, which will likely go to an individual who has one or more marginalized identities, would come with a relatively low salary for the responsibilities involved.