

Human Rights Commission Action Plan Committee Meeting Minutes

December 2, 2025

1. Call to Order

Sarah Zoen called the meeting to order at 1:04 PM.

2. Roll Call

Present (all via zoom) were Committee Members Sarah Zoen and Susan Musinsky. Also present was Consultant for the Human Rights Commission Needs Assessment Liz Peck.

3. Acceptance of Minutes

a. Minutes for Previous Meeting

4. Presentation from Human Rights Commission Needs Assessment Consultant Liz Peck of Peck Policy Strategies on Recent Focus Groups

The primary purpose of this meeting was for Liz Peck to present her findings from her recent focus groups. This is the same content that she presented at the full Commission meeting on November 10th but with ASL interpretation present for accessibility.

As with the November 10th meeting, Liz Peck spoke to the Commission for roughly one hour on the recent focus groups that she conducted as part of her ongoing Needs Assessment for the Human Rights Commission. This consisted of three focus groups: one for individuals with disabilities, one for LGBTQ+ individuals, and one for the general public. This presentation was not to be Liz's final report to the Human Rights Commission but instead a status update sharing general takeaways from the focus groups. The full presentation can be found as an attachment to the November 10th agenda. Liz shared some of the positive feedback she received on the welcoming nature of Watertown and its residents, as well as some concerns expressed in regards to discrimination encountered. Participants also expressed concern about the national environment around human rights, particularly as it relates to immigration.

Liz identified the following areas of opportunity for the Commission to focus its energy:

- Communication, listening and education
- Events & initiatives
- Immigrant communities
- Public schools & education
- Disability priorities; Proactive inclusion
- Affordable, accessible housing

5. Action Steps for After Needs Assessment

This will be discussed in more detail by the full Human Rights Commission after Liz's final report has been issued.

6. Human Rights Commission Logo Update

This was discussed briefly at the end of the meeting. Doug Newton and Susan Musinsky are working to schedule a meeting of the Logo subcommittee to move forward in the logo process.

Doug Newton will also update the City Manager on the process and inquire about how to move forward given the few submissions.

7. Public Comment

Several members of the public offered comment during and after Liz's presentation, expressing gratitude for her work and making suggestions for additional areas of focus.

8. Adjournment

The meeting adjourned at 2:03 PM.