POP

**Purpose**—Why We’re Doing This

**Outcomes**—What We Want to Have and Where We Want to Be at the End

**Process**—How We Will Get There

\[ \text{PURPOSE} + \text{OUTCOMES} = \text{PROCESS} \]
Our POP today

**Purpose:** Initiate the work of the Committee

**Desired Outcomes**

- Shared understanding of our charge as a committee
- Committee norms and agreements about how we will do our work
- Committee members get to know each other
- Shared understanding of historical context of Cambridge monuments

Agenda

- Welcome and Agenda for today
- Introductions
- The Committee’s Charge and Workflow
- Stretch Break
- Committee Norms and Agreements
- Historical Context of Cambridge
- Next Steps and Closing
Introductions

1. The name that you would like to be called and the role that brings you here
2. One person/event in history that has inspired you
3. One strength/gift you bring to this committee
The Committee’s Charge

Purpose: Develop recommendations to the City Manager and City Council on how the City should address City-owned monuments and markers,

Desired Outcomes

1. Develop procedures for review and assessment of those which may be viewed as inconsistent with the values of Cambridge, by which we mean a just City that prioritizes anti-racism, equity, diversity, and inclusion
2. Develop a set of possible actions that could be employed to remediate problematic monuments, memorials and markers (e.g, removal, contextualization, etc.)
3. Make recommendations for how to determine which individuals or events might be newly recognized with a monument/public art, memorial or marker.
4. If capacity allows: consideration of 2-3 objects for possible action
DRAFT COMMITTEE WORKFLOW

Committee Meeting 1: Wednesday, January 13, 2021, 6:00pm-8:00pm
  Purpose: Establish Committee

Committee Meeting 2: Wednesday, February 10, 2021, 2021 6:00pm-8:00pm
  Purpose: Consider Possible Criteria for Examining Objects

Committee Meeting 3: Wednesday, March 10, 2021, 6:00pm-8:00pm
  Purpose: Refine Criteria and Consider Processes for Examining Objects

Committee Meeting 4: Wednesday, April 14, 2021, 6:00pm-8:00pm
  Purpose: Consider Remediation Options

Committee Meeting 5: Date TBD
  Purpose: Consider Processes for Future Recognitions

Committee Meeting 6: Wednesday, June 9, 2021, 6:00pm-8:00pm
  Purpose: Consideration of Recommendations for 1-2 Objects (if time and capacity allow)
Proposed Committee Norms

To be a safe and brave space so that we can all do great thinking together

- Share your voice. We come from our diverse experiences to create something together
- We don’t have to agree, but we commit to listening deeply with an open mind
- Read materials between meetings—come to meetings prepared

Is there anything else you would want to see that would make our work together go well?
What's Next?

Next Meeting: February 10, 2021, 6:00pm-8:00pm

- **Purpose:** Consider Possible Criteria for Examining Objects

- **Draft Agenda**
  - Presentation from the Arts Council
  - Define what we mean by “shameful acts” (based on proposal from staff/Core Group)
  - Consider criteria for examining objects (based on NYC principles)

**Preparation**
- NYC Report—especially the Guiding Principles
- Individual Interviews?
Email with questions/thoughts

monuments@cambridgema.gov
Evaluation
Pluses and Wishes