



CITY OF MELROSE
APPROPRIATIONS & OVERSIGHT COMMITTEE
AGENDA • JULY 18, 2022

Council Chamber, First Floor, Melrose City Hall Committee Meeting
562 Main Street, Melrose, MA 02176

7:20 PM

I. CALL TO ORDER

Jen Grigoraitis	Chair
Leila Migliorelli	Vice Chair
Shawn M. MacMaster	
Jack Eccles	
Mark Garipay	
Maya Jamaledine	
Robb Stewart	
Manjula Karamcheti	
John Obremski	
Ryan Williams	
Christopher Cinella	President, ex officio

II. PUBLIC COMMENT

Remote Link for Public Comment:

<https://cityofmelrose.webex.com/cityofmelrose/onstage/g.php?MTID=e3a6896a8cbb9892f59acd16c39ca31b2>

III. ORDERS

1. **ORDER-2022-154** : Appointment of Tesfay Aradom, 126 Green Street, to the Melrose Human Rights Commission for a three-year term, said term to expire on the last day of February, 2025.

Offered by: Mayor Paul Brodeur

From: City Council

ASSIGNED TO COMMITTEE

2. **ORDER-2022-153** : Appointment of Randall Carter, 50 Mystic Ave, to the Melrose Human Rights Commission for a three-year term, said term to expire on the last day of February, 2025.

Offered by: Mayor Paul Brodeur

From: City Council

ASSIGNED TO COMMITTEE

IV. ADJOURNMENT



CITY OF MELROSE

OFFICE OF THE MAYOR

PAUL
BRODEUR
Mayor

City Hall, 562 Main Street
Melrose, Massachusetts 02176
Telephone - (781) 979-4440
Fax - (781) 662-2182

MEMORANDUM

To: Melrose City Council
From: Mayor Paul Brodeur
Re: Melrose Human Rights Commission
Date: June 15, 2022

I respectfully request the Honorable City Council confirm the appointment of Tesfay Aradom, Green Street, to the Melrose Human Rights Commission for a three-year term, said term to expire on the last day of February 2025.

As an Eritrean- American, he has a deep respect for other cultures, and a strong sense of commitment to the protecting and promoting civil rights of all people and will bring a valuable international perspective to the Human Rights Commission.

In addition to his unique world views and experiences, Aradom brings with him vast knowledge and experience in supporting vulnerable populations such as but not limited to children, individuals with mental health disorders, and children with special needs.

Thank you for your consideration.

Tesfay Aradom, Ph.D.; LMHC

CURRICULUM VITAE

- Objectives:**
- A full-time faculty position in a college or university
 - Conduct training and provide consultation on mental health and child development issues
 - Perform diagnostic and therapeutic functions in a mental health clinic or setting where it is required
-

EDUCATION

1994- Boston College, Boston, MA
Ph.D. - Psychology Department

1985-Boston College, Boston, MA
M. Ed. Children with Disability

1997-Goddard College, Boston, MA
M.A. Political Science

1975-Boston State College, Boston, MA
B.A. Sociology, Magna Cum Laude

Awards: Four year minority fellowship at Boston College, Psychology Department

EMPLOYMENT HISTORY

Consultancy

08/15/2002 -07/31/2004

UNDP—Senior Social Re-integration Consultant for the National Commission for Demobilization and Re-integration Program (NCDRP), Asmara, Eritrea.

Analysed the overall social re-integration and support needs of vulnerable populations in relation to the mission of the NCDRP. Planned and developed a composite and integrated social re-integration training program that was adopted by the implementing partners and civic organizations. Designed appropriate indicators for the effective monitoring and evaluation of psychosocial interventions. Completed a Capacity Analysis and subsequently developed a capacity development program for the implementing partners staff. Prepared periodic reports and presentations on the status of the social re-integration interventions for the World Bank and Donor partners. Identified problems, issues and concerns regarding the implementation of psychosocial interventions for vulnerable groups. As requested, facilitated discussions and communication between the NCDRP and Donor representatives.

04/2001 - 08/2001

UNICEF-Child Protection Section, Asmara, Eritrea

Conducted a psycho social capacity analysis both within the sphere of the Mahzel Project in the Gash-Barka Region, as well as various orphanages in the country (governmental, church, etc.) in line with Unicef's newly adopted strategy for Community Capacity Development (CCD).

06/2000-08/2000

Adviser to an International Team of Experts responsible for conducting a Rapid Psycho-Social Needs Assessment of unaccompanied children in IDP camps

2004 –Present

I have traveled to various cities within the the USA and Europe to conduct Workshops for youth and adults on:

The Psychosocial Impact of Immigration
Stress and Stress Cponing Mechanisms
The Impact of COVID-19 on mental health and psychosocial functioning
Various topics concerning mental health

College Teaching Experience

01/1993 - present

Professor

Roxbury Community College- Roxbury, MA

General and Advanced Psychology Courses: Introduction to Psychology; Culture And Psychology; Abnormal Psychology; Social Psychology; Research Methods in the Social Sciences and Human Growth And Development.

Early Childhood Education Courses: Education of Children with Emotional Disorders and Learning disabilities; History, Theory and Practice of Child development and Exploring Parenting courses in the Social Sciences and Early Childhood Education Departments of the Division of Arts and Sciences.

07/2005—2011

Adjunct Professor

Orotta School of Medicine- Asmara, Eritrea

General and Advanced Psychology Courses

2013- Present

Asmara Collge of Health Sciences (ACHS), Asmara, Eritrea

Teaching courses in General Psychology, Abnormal Psychology, Human Growth and Development and Research Methods in the Social Sciences

Dr. Tesfay Aradom

Page 2

Administrative and Teaching Experience in Early Childhood and Special Needs Students

10/1985 - 11/1988

Program Director

ABCD, Geneva Avenue/Walnut Street Grove Headstart Centers, Boston, MA

Administer and manage program operations to ensure provision of high quality services to children and their families. Assume administrative responsibility to ensure compliance with funding agencies' regulations. Supervise the recruitment, hiring and evaluation of fifty professional and paraprofessional personnel. Conduct training workshops pertaining to personnel and program operations matters. Ensure provision of training, support and guidance to staff and parents on the mainstreaming of children with special needs. Develop and manage operational systems related to staff attendance and payroll disbursement. Convene general and departmental staff meetings on a regular basis. Develop and administer an annual operating budget of **1.2** million dollars.

12/1983 - 10/1985

Director of Education

North Shore Special Education Consortium/Centerpoint Program of Justice Resource Institute, Boston, MA

Develop and administer an annual budget of **\$180,000.00**. Hire, supervise and evaluate eight educational, counseling and support personnel. Identify and develop community linkages for clients to facilitate employment and/or educational opportunities. Perform additional administrative and on-call duties as a member of the clinical/management team.

10/1981 - 12/1983

Shift Supervisor

North Shore Special Education Consortium/Centerpoint
 Program of Justice Resource Institute, Boston, MA

Manage the school unit. Develop a work schedule for a staff of ten professionals and paraprofessionals. Design, implement and evaluate Math/Science courses for special needs students.

1980 - 1981

Assistant Administrator of Education Trustees Dr. S.C.F. CMHC, Inc. Adolescent Rehabilitation Program, Boston, MA

Develop and implement educational and pre-vocational courses for severely emotionally disturbed adolescents. Screen, interview, supervise and evaluate educational and counseling staff.

1979 - 1980

Education Coordinator

Educational Development Center, Inc.

Suffolk County House of Correction, Boston, MA

Manage program operations. Interview, hire and evaluate six professional staff and twelve volunteers. Design, implement and evaluate G.E.D. and other adult literacy courses. Serve as a liaison with community agencies to identify educational and training opportunities for clients.

1977 - 1978

Coordinator of Education

M.C.I. Walpole, Center for Prison Education, Walpole, MA

Coordinate tutorial program. Supervise professional staff and volunteers. Design, implement and evaluate adult literacy curriculum for incarcerated students.

Dr. Tesfay Aradom

Page 3

Clinical Experience

09/1992 - present

Individual and Family Counseling - Part-time

Roxbury Comprehensive Community Health Center

Massachusetts Society for Prevention of Cruelty against Children, Boston, MA

Evaluate clients' need for mental health services. Present diagnostic evaluations and treatment plans to a multidisciplinary team. Provide clinical treatment (individual, family and/or group psychotherapy or counseling) and crisis intervention services. Provide orientation and training for other staff and student interns.

03/1991 - 09/1992

Consultant Child Tester

Abt Associates, Inc., Cambridge, MA

Test children ages 12 months to 5 years using a variety of standardized measures including the Bayley Scales of Infant Development, the Kaufman Assessment Battery for Children, the Peabody Picture Vocabulary Test and the NCAST (a parent-child observational checklist). Maintain effective communication with parents regarding their children's progress. Interview children's mothers or primary caregivers regarding their children's health status.

11/1988 - 09/1999

Associate Director of Case Management

Solomon Carter Fuller Mental Health Center - Department of Mental Health Area Office

Provide clinical and administrative supervision to six case managers. Make recommendations to the Director regarding allocation of child/adolescent resources. Monitor catchment area child/adolescent programs for compliance with DMH policies and contracts. Provide technical assistance to vendors. Disseminate information to appropriate staff regarding current and pending legislation, DMH resources, and determine treatment and intervention priorities. Collaborate with clinical staff in the CIU (Crisis Intervention Unit) regarding crisis situations and resolutions.

PUBLICATIONS

1. "Issues of Social Adjustments by Eritrean Abroad," Journal of Eritrean Studies, Vol. IV, 1-2.
2. "The Orphans of Eritrea: A comparison study," P.H. Wolff, B. Tesfay, H. Iyassu, T. Aradom.
3. "The Care of Orphans in the Third World: An Eritrean Case," P.H. Wolff, MD; T. Aradom, MA, MEd, LMHC.
4. "The Psycho-social Consequences of War and State Sponsored Violence on Children," T. Aradom, unpublished master's thesis, Psychology Department, Boston College, Boston, MA.
- 5-Perceptions of mental illness among the Tigrigna nationality-Doctoral Dissertation
- 5 "Recommendations for Mental Health Services in Eritrea," Eritrean Profile, Vol. 2, No. 18-19.
6. "Psycho-social Capacity Analysis of the Mahzel Project: Community Based Orphan Reunification & Reintegration Program in Gash Barka Region," UNICEF-Eritrea, Aug. 2001.

MEMBERSHIPS

Massachusetts Mental Health Counselors' Association, License #271
 Mass. Mental Mental Health Counselor' Association-Board Member, 1997-1998
 Former Board Member, Transafrica, Boston Chapter

LANGUAGE PROFICIENCY

Tigrinya, English, Italian and Amharic

REFERENCES

Furnished upon request

Dear Chad,

Best wishes to you and your family.

Thank you for willing to talk with me and allowing me to forward my resume.

The following four statements from the UDHC prologue capture the essence of why I am interested in becoming a member of the MHRC. As an Eritrean- American I have had a deep and long commitment to the rights of people for self-determination and friendly and productive relations between nations as one way of promoting international peace and progress. I am also interested in the protection of the civil rights of all people, regardless of race, creed, social class and spiritual beliefs. The promotion of racial and ethnic harmony at the national and international levels, through a constructive conflict resolution, has also been part of my civic interest and activity in the US and the Horn of Africa.

It is my hope that, as a member of the MHRC, I will be able to utilize the experience and knowledge I have acquired to play an active and constructive role in the advancement and practice of such lofty goals and ideals. I am laso looking forward to working with other members and lean from their experience and expertise.

Respectfully,

Tesfay

“Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world,

Whereas disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people,

Whereas it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of law,

Whereas it is essential to promote the development of friendly relations between nations”

Randall Carter
50 Mystic Ave
Melrose, MA 02176

Mayor Paul Brodeur
Melrose City Hall - Second Floor
562 Main St
Melrose, MA 02176

Dear Mayor Brodeur,

My name is Randall Carter, and I am writing to be considered for appointment to the Human Rights Commission of Melrose. While I moved to Melrose only two years ago with my fiancée, I am already proud to call myself a Melrosian. I'm seeking appointment to the HRC so that I could do my part to make Melrose an even more harmonious and inclusive community.

I am tremendously passionate about social justice and equality, and I would relish the opportunity to serve on the HRC and help further its mission of promoting a spirit of diversity and respect among Melrose's citizens. In addition to my enthusiasm for DEI, I also have a great deal of event planning experience, having served on the event planning committee at my workplace for several years. After attending the most recent HRC meeting, I am eager to work with the esteemed current commissioners to engage in community outreach, event planning, and advocacy in service of the commission's goals.

Please find a copy of my professional resume attached with this letter.

Thank you very much for your time and for your consideration. If you have any questions or concerns about my qualifications or my candidacy, please don't hesitate to contact me at

[REDACTED]

Sincerely,
Randall Carter

RANDALL CARTER

WEB: [LINKEDIN.COM/IN/RANDALL-CARTER](https://www.linkedin.com/in/randall-carter)

EDUCATION

- **Boston University**
 - Certificate in Paralegal Studies, 2019
- **Touro College**
 - M.S., Childhood Education and Childhood Special Education, Grades 1-6, 2014
- **Colgate University**
 - B.A., Psychology, 2011

RELATED WORK EXPERIENCE

Technology Transfer Associate

ADDGENE, JANUARY 2021-PRESENT

Contracts Administrator

ADDGENE, NOVEMBER 2018-JANUARY 2021

- Manage, negotiate, and execute over 500 contracts per year with university technology transfer offices
- Maintain relationships with external administrative offices through phone calls, emails, meetings, and conferences
- Provide expert knowledge and support for Addgene's technology transfer process, to both internal and external users
- Process improvement: spearhead the design of website improvements; develop outreach efforts; implement updates to team policies, resources, etc., as necessary

Customer Support Specialist

ADDGENE, APRIL 2016-NOVEMBER 2018

- Provided patient, capable order support to researchers around the world via telephone and email
- Swiftly responded to all manner of urgent customer problems (e.g. customs issues, shipping delays, dry ice refills, payment problems)

Associate Teacher

SUCCESS ACADEMY CHARTER SCHOOLS, 2013-2014

- Provided comprehensive, data-driven instruction in English Language Arts and mathematics
- Tailored instruction to all students' individual needs and Individualized Education Programs
- Cultivated meaningful working relationships with students, parents, and co-workers