

From: [Courtney Johnson](#)
To: [@x](#); [@x](#); [@x](#); [@x](#); [@x](#)
Cc: [John V. Kelly, III](#); [Sharon Lemma-Bozza](#)
Subject: The Nutley Cultural Inclusion and Diversity Council
Date: Tuesday, June 23, 2020 9:27:41 AM

The Nutley Cultural Inclusion and Diversity Council (NCIDC) is a community based initiative that champions diversity and inclusion in the Township of Nutley, New Jersey.

Vision

The vision of the NCIDC is to cultivate and advance diversity and inclusion by transforming our work places and communities into inclusive environments where individuals are valued for their talents and empowered to reach their fullest potential, and the community is enriched by sharing unique perspectives.

Mission

The mission of the NCIDC is to foster an understanding of diversity and inclusion as a dynamic strategy for community well-being through honest dialog, various initiatives, programs and events, as well as being both a resource and advocate for the same.

Right now we are forming our Committee, I am smiling as I look at the names attached to this email because I know that we are already promoting inclusion and diversity as individuals involved in other projects, so coming together will definitely bring good success with this endeavor for our town. This is my personal cell [REDACTED] please text/call so that we may share contact information. As soon as I have made contact with a few other folks I will set up a meeting so that we can all chat with Commissioner Kelly, knock out a few things with housekeeping and get the ball rolling. I am very excited about the road ahead, have the best Wednesday ever, I look forward to hearing from you!

Warmest regards

Courtney Johnson

Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

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From: [Courtney Johnson](#)
To: [Michael Celona](#); [John V. Kelly, III](#)
Cc: [Sharon Lemma-Bozza](#)
Subject: RE: Nutley Diversity Council
Date: Tuesday, June 23, 2020 8:37:13 AM

Hi Michael, Happy Wednesday!

Give me a call on my cell @ [REDACTED] so we can chat before we put the pedal to the medal. ☺

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From: Michael Celona [mailto:xxxxxxx@xxxxx.xxx]
Sent: Monday, June 22, 2020 3:58 PM
To: John V. Kelly, III <xxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Cc: Courtney Johnson <xxxxxxx@xxxxxxxx.xxx>; Meredith Blank <mblank@nutleynj.org>
Subject: Re: Nutley Diversity Council

Hey everyone!

Happy Monday. Wanted to check in and see what the status of the Diversity council was?
Looking forward to getting the ball rolling.

Thanks again and best wishes.

On Wed, Jun 17, 2020 at 12:36 PM John V. Kelly, III <[@x](#)>
wrote:

Thank you! Courtney Johnson, who works in the Public Affairs office, will be taking the lead on this. He will be reaching out to you soon. I am excited to get to work on this.

Commissioner John V. Kelly, III

Director, Department of Public Affairs

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 Please consider the environment before printing this email.

From: Michael Celona [mailto:xxxxxxxx@xxxxx.xxx]

Sent: Wednesday, June 17, 2020 10:02 AM

To: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>; Meredith Blank <xxxxxxx@xxxxxxxx.xxx>

Subject: Re: Nutley Diversity Council

Hey John,

Hope all is well. Great stuff last night and congrats! Let me know how you'd like to proceed. I look forward to working with you. Thanks again and best wishes.

On Mon, Jun 15, 2020 at 4:48 PM John V. Kelly, III <xx@xx> wrote:

Absolutely, thank you. This will be on the agenda for tomorrow.

Commissioner John V. Kelly, III

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From: Michael Celona [mailto:xxxxxxxx@xxxxx.xxx]

Sent: Monday, June 15, 2020 1:59 PM

To: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>; Meredith Blank <xxxxxxx@xxxxxxxx.xxx>

Subject: Re: Nutley Diversity Council

Hi John,

Hope all is well. This is a great first step! I'd love to be part of this as I think our town is very capable. Please let me know how we can progress and when we can begin. Thanks

again and please let me know if there's anything I can do to help!

Thanks again and best wishes!

On Mon, Jun 15, 2020 at 1:06 PM John V. Kelly, III <[@xx](#)>
wrote:

Michael,

I want to create a diversity council for the township. Our vision for it will have representatives from various stakeholders. The representatives will meet once a month to be proactive in addressing issues facing the town and also to be engaged and celebrate our diversity by holding events throughout the year.

Is this something you or your organization would be interested in?

I plan on proposing the resolution to create the Diversity Council at tomorrow's BOC meeting. Until I can confirm getting it on the agenda for this BOC meeting can you use discretion with who you share this information with please.

Thanks,

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--

Mike Celona



[@xx](#)

<http://www.CELONAPOST.com>

--

Mike Celona



[@xx](#)

<http://www.CELONAPOST.com>

--

Mike Celona



@x

<http://www.CELONAPOST.com>

From: [John V. Kelly, III](#)
To: [Courtney Johnson](#)
Cc: [Meredith Blank](#)
Subject: RE: Cultural Inclusion and Diversity Council
Date: Wednesday, June 17, 2020 1:53:52 PM

I had a very long and engaged call with a graduating senior college student, who lives in town. She is a Latina who is a member of an organization called Nutley for Black Lives. She has a background in cross-racial and cross generational studies. She is interested in serving on the committee. Her name is Catherine Pezo. Her email is [xxxxxxx@xxxxx.xxx](#). Her number is [REDACTED] Please include her on the committee as well.

She brought up a good point that a lot of people from her parent's generation are afraid to speak out because they do not want to be seen as a trouble maker in town. At first, we may only see younger voices interested in participating.

Chris Cullari also expressed interest in being on the committee, please add him
[xxxxxxx.xxxxx@xxxxx.xxx](#).

Some members of the Filipino community have asked to meet with me and will be here next Friday at 10:15. Could you be available for that.

-John

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Sent: Wednesday, June 17, 2020 12:33 PM
To: Courtney Johnson <[xxxxxxx@xxxxxxx.xxx](#)>
Cc: Meredith Blank <[xxxxxxx@xxxxxxx.xxx](#)>
Subject: Cultural Inclusion and Diversity Council

Courtney,

The Council was approved by the board of commissioners. I think you would be an excellent choice to take the lead given your pastoral background and as a marine.

Can you reach out to Rhonda, Mike, and Jill.

I have some other feelers out there for additional members. If they are interested as well. I will send their contact information over to you. I am also reaching out to Commissioner Petracco to see about adding a police officer to the council.

Tomorrow lets talk about how we will move forward on this.

-John

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From: [FENSKE](#)
To: [John V. Kelly, III](#)
Cc: [Courtney Johnson](#); [Meredith Blank](#)
Subject: RE: Nutley Diversity Council
Date: Wednesday, June 17, 2020 12:44:35 PM

Good news! Thanks for getting back to me. I'll look forward to talking to Courtney.
Blessings, jc

On June 17, 2020 at 12:43 PM "John V. Kelly, III"
<xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx> wrote:

Jill,

The BOC unanimously supported the resolution. I am excited to get to work on this.
Courtney Johnson will reach out to you soon with more details.

Best,
John

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Sent: Wednesday, June 17, 2020 12:38 PM
To: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>; Meredith Blank
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Subject: RE: Nutley Diversity Council
Wondering if you could let me know how this went on Tuesday evening at the
BOC meeting?
Nutley Peace Partners are having a ZOOM meeting on Monday 6/22 and I'd like
to be able to share up to date information with them at that meeting.
Thanks, jc

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I am certainly personally willing to be involved. While we have a small congregation I am sure that they would be on board with activities of a Diversity Council. In addition I am part of a group in the township that applied for, and received, the designation of a "City of Peace" for Nutley. The group is composed of people from city government, non-profit organizations, NFSB, Board of Education, an International Peace organization and the Clergy. We currently have plans that have been approved by Essex County to erect an art installation in Yanticaw Park, the word "COMMUNITY" in four foot high letters. We would ask township residents to assist in that venture... I can share more about that with you if you are interest. We were just beginning to fund raise for that project when the state shut down. I am certainly willing to speak to this group about working along side of a Diversity Council as well.

While the rally on June 7th and the Commissioners support of Pride Month are certainly steps toward raising awareness, they are but baby steps. We can, and should, do more.

I will wait to hear back from you before I share this information with members of the community at large.

Blessings for this day, jc (Jill C. Fenske, Franklin Reformed Church)

On June 15, 2020 at 1:11 PM "John V. Kelly, III"

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(973) 284-4972 Office
[REDACTED] Cell
(973) 661-9411 Fax
www.nutleynj.org

 **Please consider the environment before printing this email.**

From: FENSKE [mailto:xxxxxxxx@xxxxxxx.xxx]
Sent: Wednesday, June 17, 2020 12:38 PM
To: John V. Kelly, III <xxxxxxxxxxxxxxxx@xxxxxxx.xxx>
Cc: Courtney Johnson <xxxxxxxx@xxxxxxx.xxx>; Meredith Blank <mblank@nutleynj.org>
Subject: RE: Nutley Diversity Council

Wondering if you could let me know how this went on Tuesday evening at the BOC meeting? Nutley Peace Partners are having a ZOOM meeting on Monday 6/22 and I'd like to be able to share up to date information with them at that meeting.
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<xxxxxxxxxxxxxxxx@xxxxxxx> wrote:

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From: [John V. Kelly, III](#)
To: [Michael Celona](#)
Cc: [Courtney Johnson](#); [Meredith Blank](#)
Subject: RE: Nutley Diversity Council
Date: Wednesday, June 17, 2020 12:36:37 PM

Thank you! Courtney Johnson, who works in the Public Affairs office, will be taking the lead on this. He will be reaching out to you soon. I am excited to get to work on this.

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From: Michael Celona [mailto:xxxxxxxx@xxxxx.xxx]
Sent: Wednesday, June 17, 2020 10:02 AM
To: John V. Kelly, III <xxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>; Meredith Blank <mblank@nutleynj.org>
Subject: Re: Nutley Diversity Council

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Cc: Courtney Johnson <xxxxxxx@xxxxxxxx.xxx>; Meredith Blank <xxxxxx@xxxxxxxx.xxx>
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Mike Celona
[REDACTED]
xxxxxxx@xxxx.xxx

| <http://www.CELONAPOST.com>

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From: [John V. Kelly, III](#)
To: [Courtney Johnson](#)
Cc: [Meredith Blank](#)
Subject: Cultural Inclusion and Diversity Council
Date: Wednesday, June 17, 2020 12:32:42 PM

Courtney,

The Council was approved by the board of commissioners. I think you would be an excellent choice to take the lead given your pastoral background and as a marine.

Can you reach out to Rhonda, Mike, and Jill.

I have some other feelers out there for additional members. If they are interested as well. I will send their contact information over to you. I am also reaching out to Commissioner Petracco to see about adding a police officer to the council.

Tomorrow lets talk about how we will move forward on this.

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To: [John V. Kelly, III](#)
Cc: [Courtney Johnson](#); [Meredith Blank](#)
Subject: Re: Nutley Diversity Council
Date: Monday, June 15, 2020 1:59:14 PM

Hi John,

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Thanks again and best wishes!

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Township of Nutley, NJ

(973) 284-4972 Office

 Cell

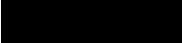
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www.nutleynj.org

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Mike Celona



xxxxxxxx@xxxxx.xxx

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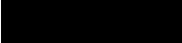
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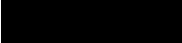
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From: [John V. Kelly, III](#)
To: [FENSKE](#)
Cc: [Courtney Johnson](#); [Meredith Blank](#)
Subject: RE: Nutley Diversity Council
Date: Monday, June 15, 2020 1:38:16 PM

Thank you!

Yes, anything I can do to help with those efforts let me know and anyone or group you believe should be represented let me know. The City of Peace Group would be a welcome addition to the diversity council (assuming it is approved by the BOC, but I don't see any impediment to its approval).

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Sent: Monday, June 15, 2020 1:27 PM
To: John V. Kelly, III <xxxxxxxxxxxxxxxx@xxxxxx.xxx>
Cc: Courtney Johnson <xxxxxxx@xxxxxx.xxx>; Meredith Blank <mblank@nutleynj.org>
Subject: Re: Nutley Diversity Council

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From: [Courtney Johnson](#)
To: [John V. Kelly, III](#); [Meredith Blank](#)
Subject: National Diversity Council (NDC) link
Date: Monday, June 15, 2020 1:35:51 PM

Great ideas to use for the Nutley Diversity Council.

<http://www.nationaldiversitycouncil.org/what-we-do/events/>

Courtney Johnson

Department of Public Affairs

Township of Nutley, NJ

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From: [FENSKE](#)
To: [John V. Kelly, III](#)
Cc: [Courtney Johnson](#); [Meredith Blank](#)
Subject: Re: Nutley Diversity Council
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Subject: Re: Nutley Diversity Council
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From: [rfrobose](#)
To: [John V. Kelly, III](#)
Cc: [Courtney Johnson](#); [Meredith Blank](#)
Subject: Re: Diversity Council
Date: Monday, June 15, 2020 1:22:03 PM

As both co-founder of NutleyPride LGBTQ+ Advocacy Group as well as a Jewish nutley resident who has raised 3 children in an interfaith family in Nutley, I would be honored to be a representative on a newly formed Nutley Diversity Council.

Thank you for considering me for this position.

Certainly, I'll honor your request for discretion.

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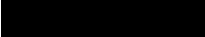
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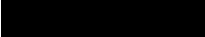
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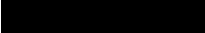
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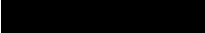
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Subject: Nutley Diversity Council
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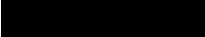
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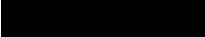
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Date: Monday, June 15, 2020 1:00:44 PM

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I want to create a diversity council for the township. Our vision for it will have representatives from various stakeholders. The representatives will meet once a month to be proactive in addressing issues facing the town and also to be engaged and celebrate our diversity by holding events throughout the year.

Is this something you or your organization would be interested in?

I plan on proposing the resolution to create the Diversity Council at tomorrow's BOC meeting. Until I can confirm getting it on the agenda for this BOC meeting can you use discretion with who you share this information with please.

Thanks,

Commissioner John V. Kelly, III

Director, Department of Public Affairs

Township of Nutley, NJ

(973) 284-4972 Office

 Cell

(973) 661-9411 Fax

www.nutleynj.org

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From: [John V. Kelly, III](#)
To: [@x](#)
Cc: [Courtney Johnson](#); [Meredith Blank](#)
Subject: Diversity Council
Date: Monday, June 15, 2020 1:00:44 PM

Rhonda,

I want to create a diversity council for the township. Our vision for it will have representatives from various stakeholders. The representatives will meet once a month to be proactive in addressing issues facing the town and also to be engaged and celebrate our diversity by holding events throughout the year.

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(973) 284-4972 Office

 Cell

(973) 661-9411 Fax

www.nutleynj.org

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From: @x
To: @x
Subject: RE: Diversity and Inclusion Committee
Date: Wednesday, October 27, 2021 12:15:51 PM

Good afternoon, when you have a moment give me call to discuss. Thanks.

Courtney L. Johnson

Cultural Inclusion and Diversity
Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: John V. Kelly, III <@x>
Sent: Wednesday, October 27, 2021 12:07 PM
To: Courtney Johnson <@x>
Subject: FW: Diversity and Inclusion Committee

----- Original message -----

From: Carla Curcio <xxxxxxxxxxxxx@xxxxx.x>
Date: 10/27/21 07:02 (GMT-05:00)
To: "John V. Kelly, III" <xxxxxxxxxxxxxxxxxxxxx@xxxxxxxxx>
Subject: Diversity and Inclusion Committee

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Good Morning Commissioner Kelly,

I heard that we have a committee in town that focuses on diversity and inclusion. I couldn't find any information about it. I was told that you run the committee. I'd like to be part of the committee and or find out how I can volunteer my time. Who do I reach out to and how do I get involved with this committee? Thanks for your time and have a nice day.

Thanks,
Carla M. Curcio



From: [@x](#)
To: [@x](#)
Subject: FW: Diversity and Inclusion Committee
Date: Wednesday, October 27, 2021 12:07:07 PM

----- Original message -----

From: Carla Curcio <xxxxxxxxxxxxx@xxxxx.xxx>
Date: 10/27/21 07:02 (GMT-05:00)
To: "John V. Kelly, III" <xxxxxxxxxxxxxxxxx@xxxxxxxxx.xxx>
Subject: Diversity and Inclusion Committee

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Good Morning Commissioner Kelly,

I heard that we have a committee in town that focuses on diversity and inclusion. I couldn't find any information about it. I was told that you run the committee. I'd like to be part of the committee and or find out how I can volunteer my time. Who do I reach out to and how do I get involved with this committee? Thanks for your time and have a nice day.

Thanks,
Carla M. Curcio



From: @x
To: @x; @x
Cc: @x; @x; @x; @x
Subject: RE: NUTLEY VETERANS' DAY
Date: Tuesday, October 26, 2021 9:01:42 AM

Good morning,

I am excited and honored to let you all know that I have been chosen again for the 5th year to participate in the National Veterans Day ceremony at the East Knoll – Vietnam Veterans Memorial, Constitution Ave NW + 21st St NW Washington, DC . as a Chaplin/reader. The ceremony will pay tribute to all of our country's service members, regardless of what conflict they served in. On this special day, government leaders, celebrities and other prominent Americans from all walks of life come to the Memorial to deliver thought-evoking and patriotic speeches. Broadcasting video of the event will be on the VVMF's Facebook page on November 11th, 2021 beginning at 1:00 pm.

Best,

Courtney L. Johnson

Cultural Inclusion and Diversity
Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

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From: John McGuire <xxxxxxxxxx@xxxxx.xxx>
Sent: Monday, October 25, 2021 6:35 PM
To: Henry Deltosto <xxxxxxxx@xxxxxxxx.xxx>
Cc: Mauro G. Tucci <xxxxxxxx@xxxxxxxx.xxx>; John V. Kelly, III <commissioxxxxxxxx@xxxxxxxx.xxx>; xxxxxxxxxxx@xxxxx.xxx; Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>; Daniel Jacoby <xxxxxxxx@xxxxxxxx.xxx>
Subject: Re: NUTLEY VETERANS' DAY

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Hi Henry,

Unless the Mayor or Commissioner Kelly say otherwise I don't believe there are any Covid restrictions. So in keeping with tradition we will meet on the 11th hour of the 11th day of the 11th month at the WWII monument. Please tell the Legion members to arrive a few minutes early. Maria has more information on the luncheon to follow at the VFW which I believe she is going to send again. Henry if you or your wife are able to play taps with the VFW color guard that would be much appreciated.

John McGuire
Nutley Veterans Council President



On Mon, Oct 25, 2021 at 2:52 PM Henry Deltosto <xxxxxxxx@xxxxxxxx> wrote:

Nutley American Legion Post 70 will have its monthly meeting on Nov. 4 and I would like to let the members know what Nutley's plans are for celebrating Veterans' Day this year.
Please let me know what I can tell the members.

Henry P. DelTosto
ADJUTANT-American Legion Post 70
PO Box 177
Nutley, NJ 07110
(C) (201) 

From: [Joseph Curcio](#)
To: [Carla Grady](#); [Jenny Swistok](#); [John V. Kelly, III](#); [@x](#); [@x](#)
Subject: Janice Fraser
Date: Thursday, October 14, 2021 10:23:49 AM

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Commissioner Kelly, Mr Johnson,

I sent an email a few days ago regarding our BOE president name calling Nutley Citizens in an email to Mrs Janice Fraser.

From what I understand this woman still sits on your “inclusion and diversity” committee, yet makes fun of her fellow citizens. Inclusion to me is those who have been marginalized and put down because of the color of their skin, religious beliefs, ethnicity and difference in ideals.

Mrs Fraser attacks anyone who is against her personal ideals. This is not the definition of inclusion.

I’m still asking and expect a response as to why this woman, who is NOT an Elected member of the BOE or the Board of Commissioners is allowed to behave in such a manner. If you gentleman allow this woman to continue to represent inclusion and the Nutley Township, after she name calls and ridicules her fellow neighbor or anyone she simply disagrees with, I must then in good faith question your leadership. I will include again the email in which she takes part in name calling her fellow neighbor with our BOE president. I’ve also included screenshots from prior social media groups where she says she plans to influence school curriculum.

When we spoke Commissioner Kelly and Mr. Johnson you both said “she cannot influence the BOE because she’s not on the BOE!” Well she may not be on the BOE but she certainly has influence over the BOE President. She is correcting and editing and giving advice on BOE business. This is disturbing on many levels . I wonder what influence she has over the Board of commissioners as well.

You said it was “Fake News” commissioner Kelly, but it’s clearly not. She has direct influence over the BOE president and I’ve attached the proof. I do not appreciate being lied to, and certainly do not appreciate you calling this claim fake news. She’s in an email editing a letter for the BOE president after name calling tax payers. I will promise you I will not let this go. I’m not a fool, and I work too hard to be taken advantage of by way of property taxes. The property taxes I can get over, what I cannot let go is being lied to, and having some unelected clown running around name calling fellow neighbors

and having direct influence over the BOE president who has direct influence over my children.

I would really appreciate a response, since the entire board of commissioners ignored my last email.

Thank you

Joe and Carla Curcio
499 Centre St, Nutley, NJ 07110

11:08 ↗



1

15 Messages

Diversity and inclusion



See screenshots below



Janice Ng Fraser

I just wanted to jump in - the Cultural Inclusion and Diversity Council has not yet met, so we do not know how the Council will function, what is in the purview of the group, and how we will make suggestions for change within the town. For example, changes in curriculum and teacher hiring have to come from the BOE, issues related to the police have to go through Public Safety, etc. As we are a group that will work with other facets of the town, we have to figure out those relationships.

I would like this group to be formed thoughtfully and with care so please be patient with our fledgling council as we navigate this so that we do this the right way!

2w Like



From: [Charles Kucinski](#)
To: [Janice Fraser](#)
Subject: Re: Letter
Date: Wednesday, September 8, 2021 7:25:51 AM

At least it is not what KR or the loud mouths want. Should stay the way it is.

Sent from my iPhone
Charlie Kucinski NBOE

On Sep 8, 2021, at 6:18 AM, Charles Kucinski <ckucinski@nutleyschools.org> wrote:

I agree. Waste of time

Sent from my iPhone
Charlie Kucinski NBOE

On Sep 7, 2021, at 11:31 PM, Janice Fraser
<janicemfraser@nutleyschools.org> wrote:

I made comments on the Word document. Overall this is a very silly letter because it's not looking to accomplish anything, just an informational letter.

What are "unintended consequences" of masking? You refer to it but never really define it, it's vague.

For a truly balanced letter, you need info about what the parents who support the mask mandate say. The letter heavily implies a mask mandate is a bad thing.

There are also areas where the language needs polishing, I noted that in the document.

Overall, you're stuck. This letter have no real purpose, no asks for action. It might be better to position the letter as an information notice rather than like you're asking Murphy to change something.

On Tuesday, September 7, 2021, 05:02:08 PM EDT, Charles Kucinski <ckucinski@nutleyschools.org> wrote:

From: [REDACTED]
To: [REDACTED]
Subject: RE: FW:
Date: Wednesday, October 13, 2021 10:39:35 AM

Courtney L. Johnson

Cultural Inclusion and Diversity
Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

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From: John V. Kelly, III <[REDACTED]>
Sent: Wednesday, October 13, 2021 8:20 AM
To: Courtney Johnson <[REDACTED]>
Subject: FW:

[REDACTED]

[REDACTED]

----- Original message -----

From: Joseph Curcio <[REDACTED]>
Date: 10/12/21 21:56 (GMT-05:00)
To: Alphonse Petracco <[REDACTED]>, Carla Grady <[REDACTED]>, "John V. Kelly, III" <[REDACTED]>, "Joseph P. Scarpelli" <[REDACTED]>, "Mauro G. Tucci" <[REDACTED]>, "Thomas J. Evans" <[REDACTED]>, [REDACTED]
Subject:

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Mr Kucinski, Mr. Mayor and Commissioners,

My wife and I are shocked over the reference to tax payers as loud mouths. It's horrible that someone who has so much influence over our children can behave in this fashion. We citizens in this township pay a premium to live here and should not be referred to as loud mouths. If you're not referring to tax payers, you should still not speak in such a childish manner. We are in such disbelief that tax payers, who you may have a disagreement with, are name called. This is truly disheartening.

Janice Fraser.. who is she? Is she even on the Board of Education? She holds no public office that was voted on, never on a ballot, and yet she has direct access to the president of the BOE and Commissioner Kelly via the diversity and inclusion committee.

We also find it comical that someone on a diversity and inclusion committee would take part in insulting people who may have a difference of opinion. That doesn't seem very inclusive.

Please let us know what is going on in this township. Services declining, taxes increasing and now we get to be insulted by elected officials and unelected people like Janice Fraser. That's where our tax dollars are going?! What a disgrace this is.

Thank you

Joe and Carla Curcio
499 centre street
Nutley

From: [Charles Kucinski](#)
To: [Janice Fraser](#)
Subject: Re: Letter
Date: Wednesday, September 8, 2021 7:25:51 AM

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On Tuesday, September 7, 2021, 05:02:08 PM EDT, Charles Kucinski
<ckucinski@nutleyschools.org> wrote:

From: [@x](#)
To: [@x](#)
Subject: FW:
Date: Wednesday, October 13, 2021 8:20:30 AM

----- Original message -----

From: Joseph Curcio <xxxxxxxx@xxxxx.xxx>
Date: 10/12/21 21:56 (GMT-05:00)
To: Alphonse Petracco <xxxxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>, Carla Grady <xxxxxxxxxxxx@xxxxx.xxx>, "John V. Kelly, III" <commissionerkelly@nutleynj.org>, "Joseph P. Scarpelli" <xxxxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>, "Mauro G. Tucci" <xxxxxxxxxxxx@xxxxxxxx.xxx>, "Thomas J. Evans" <commissionerevans@nutleynj.org>, xxxxxxxxxxx@xxxxxxxxxxxxx.xxx, xxxxxxxxxxxxxxxxx@xxxxxxxxxxxxx.xxx
Subject:

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From: xxxxxx@xxxxxxxx.xxx
To: xxxxxx@xxxxxxxx.xxx
Cc: xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx, xxxxxx@xxxxxxxx.xxx
Subject: RESO-HipanicHeritageMonth
Date: Friday, September 3, 2021 12:35:20 PM
Attachments: [RESO_2021Hispanic Heri Edited_081621.docx](#)

Hi Eleni,
Attached please find the Reso for 9/7 meeting

Meredith Blank, CMR | *Registrar of Vital Statistics*

Department of Public Affairs and Health

Township of Nutley, NJ

(973) 284-4951 x2424 Office

(973) 661-9411 Fax

www.nutleynj.org

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From: [Justin A. Marchetta](#)
To: [John V. Kelly, III](#); [Eleni Pettas](#); [Ceci Tramontana](#); [Alan Genitempo](#)
Cc: [Courtney Johnson](#)
Subject: RE: GRC Complaint 2021-31 (Diversity Subcommittee Zoom Link) Mediation
Date: Monday, August 23, 2021 9:41:12 PM
Attachments: [image001.png](#)

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Thank you.

Justin A. Marchetta
Attorney at Law | [View my Bio](#)
Admitted in NJ, NY, TX & DC



Inglesino, Webster, Wyciskala & Taylor, LLC

600 Parsippany Road, Suite 204
Parsippany, New Jersey 07054
t (973) 947-7136 | f (973) 887-2700 | [\[REDACTED\]](#)
[xxxxxxxx@xxx.xxx](#) | [www.iwyt-law](#)

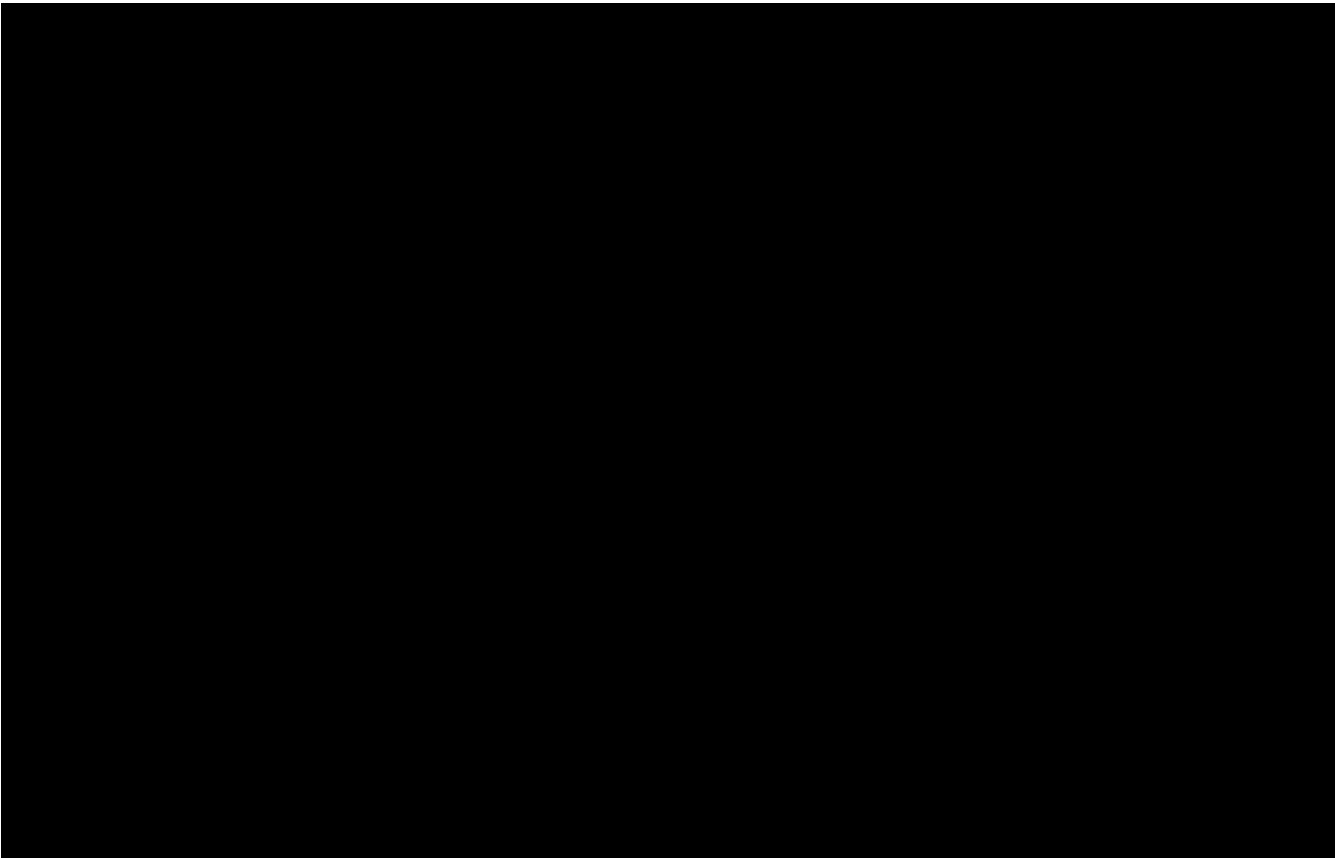
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From: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Sent: Monday, August 23, 2021 18:22
To: Justin A. Marchetta <xxxxxxxxxxxx@xxxx.xxx>; Eleni Pettas <epettas@nutleynj.org>; Ceci Tramontana <xxxxxxxxxxxx@xxxxxxxx.xxx>; Alan Genitempo <agexxxxxxx@xxxxxxxxxxxxxxx>
Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>
Subject: RE: GRC Complaint 2021-31 (Diversity Subcommittee Zoom Link) Mediation

[REDACTED]



Commissioner John V. Kelly, III
Director, Department of Public Affairs & Health
Township of Nutley, NJ
(973) 284-4972 Office
[REDACTED] Cell
(973) 661-9411 Fax
[www.nutleynj.org](#)

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From: Justin A. Marchetta <xxxxxxxx@xxx.xxx>
Sent: Monday, August 23, 2021 12:24 PM
To: Eleni Pettas <xxxxxxxx@xxxxxxxx.xxx>; Ceci Tramontana <xxxxxxxx@xxxxxxxx.xxx>; Alan Genitempo <xxxxxxxx@xxxxxxxxxxxxxxx>
Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>; John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Subject: GRC Complaint 2021-31 (Diversity Subcommittee Zoom Link) Mediation

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Justin A. Marchetta
Attorney at Law | [View my Bio](#)
Admitted in NJ, NY, TX & DC

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Parsippany, New Jersey 07054
t (973) 947-7136 | f (973) 887-2700 | [\[REDACTED\]](#)
xxxxxxxx@xxxx.xxx | www.iwvt.law

Assistant: Kelly Arminio, xxxxxxxx@xxxx.xxx

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From: [Justin A. Marchetta](#)
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Subject: RE: GRC Complaint 2021-31 (Diversity Subcommittee Zoom Link) Mediation
Date: Monday, August 23, 2021 9:41:08 PM
Attachments: [image001.png](#)

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Thank you.

Justin A. Marchetta
Attorney at Law | [View my Bio](#)
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From: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Sent: Monday, August 23, 2021 18:22
To: Justin A. Marchetta <xxxxxxxxxxxx@xxxx.xxx>; Eleni Pettas <epettas@nutleynj.org>; Ceci Tramontana <xxxxxxxxxxxx@xxxxxxxx.xxx>; Alan Genitempo <agexxxxxxx@xxxxxxxxxxxxxxx>
Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>
Subject: RE: GRC Complaint 2021-31 (Diversity Subcommittee Zoom Link) Mediation

[REDACTED]

Commissioner John V. Kelly, III
Director, Department of Public Affairs & Health
Township of Nutley, NJ
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From: Justin A. Marchetta <xxxxxxxxxx@xxx.xxx>
Sent: Monday, August 23, 2021 12:24 PM
To: Eleni Pettas <xxxxxxxx@xxxxxxxx.xxx>; Ceci Tramontana <xxxxxxxxxx@xxxxxxxx.xxx>; Alan Genitempo <xxxxxxxxxx@xxxxxxxxxxxxxxx>
Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>; John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Subject: GRC Complaint 2021-31 (Diversity Subcommittee Zoom Link) Mediation

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[REDACTED]

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Assistant: Kelly Arminio, xxxxxxxx@xxxx.xxx

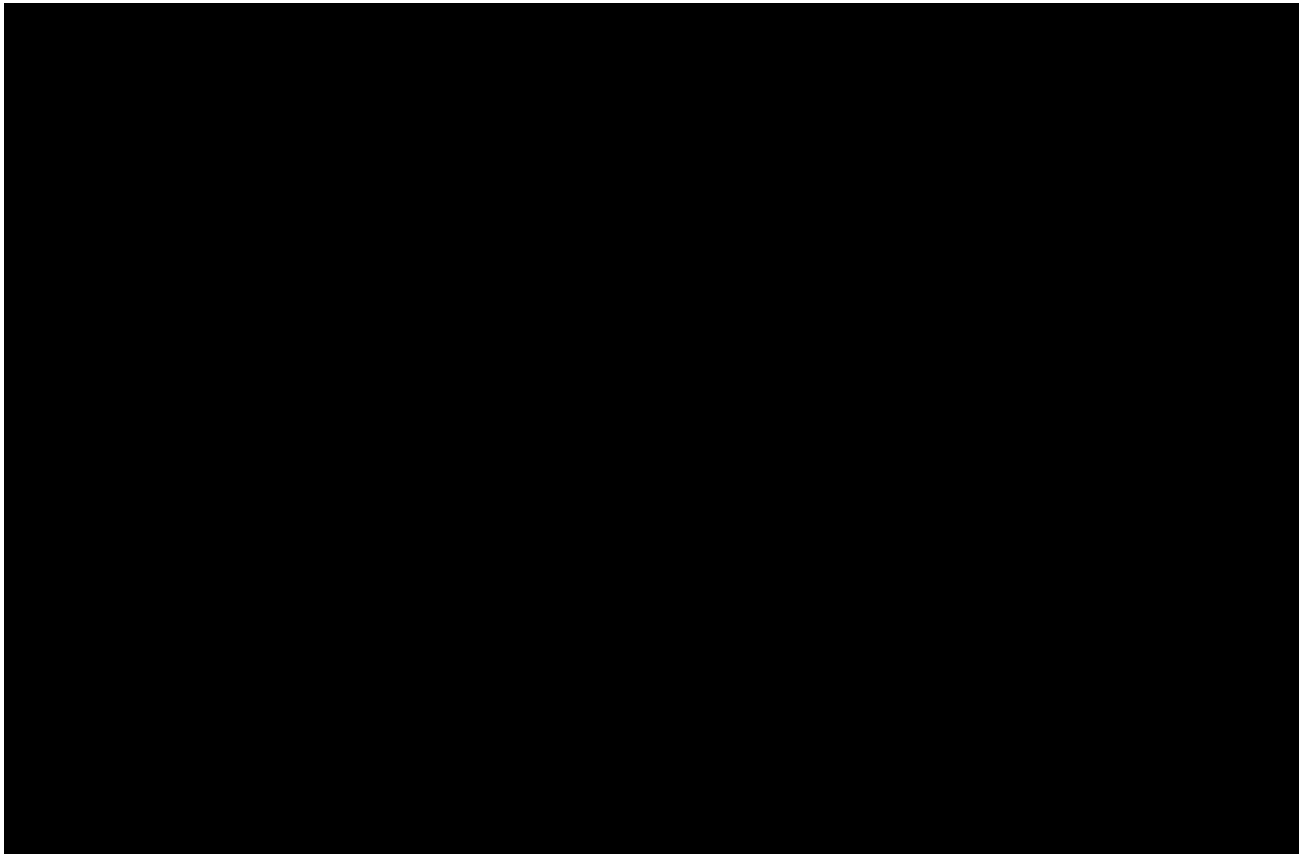
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From: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx@xxxxxxxxxxx.gov
To: xxxxxxxxxxxx@ny.gov; xxxxxxxxx@xxxxxxxxxxx.xo; xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx@xxxxxxxxxxx.gov; xxxxxxxxxxxx@xxxxxxxxxxx.xxx
Cc: xxxxxxxxxxxx@xxxxxxxxxxx.xxx
Subject: RE: GRC Complaint 2021-31 (Diversity Subcommittee Zoom Link) Mediation
Date: Monday, August 23, 2021 6:22:09 PM
Attachments: [image001.png](#)

[REDACTED]



Commissioner John V. Kelly, III
Director, Department of Public Affairs & Health
Township of Nutley, NJ
(973) 284-4972 Office
[REDACTED] Cell
(973) 661-9411 Fax
www.nutleynj.org

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From: Justin A. Marchetta <xxxxxxxxxxxx@xxxxx.xxx>
Sent: Monday, August 23, 2021 12:24 PM
To: Eleni Pettas <xxxxxxxxxxxx@xxxxxxxxxxx.xxx>; Ceci Tramontana <cctramontana@nutleynj.org>; Alan Genitempo <xxxxxxxxxxxx@xxxxxxxxxxxxxxx>
Cc: Courtney Johnson <xxxxxxxxxxxx@xxxxxxxxxxx.xxx>; John V. Kelly, III <commissionerxxxxxxxx@xxxxxxxxxxx>
Subject: GRC Complaint 2021-31 (Diversity Subcommittee Zoom Link) Mediation

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Justin A. Marchetta
Attorney at Law | [View my Bio](#)
Admitted in NJ, NY, TX & DC

Inglesino, Webster, Wyciskala & Taylor, LLC
600 Parsippany Road, Suite 204
Parsippany, New Jersey 07054
t (973) 947-7136 | f (973) 887-2700 | xxxxxxxxxxxx@xxxxx.xxx | www.iwvt-law.com

Assistant: Kelly Arminio, xxxxxxxx@xxx.xxx.

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From: [xxxxxxxx@xxx.xxx](#)
To: [xxxxxx@xxxxxxxx.xx](#); [xxxxxxxxxxxx@xxxxxxxx.xx](#); [xxxxxxxx@xxxxxxxxxxxx.xxx](#)
Cc: [xxxxxxxx@xxxxxxxx.xx](#); [xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xx](#)
Subject: GRC Complaint 2021-31 (Diversity Subcommittee Zoom Link) Mediation
Date: Monday, August 23, 2021 12:27:14 PM

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■

[REDACTED]

[REDACTED]

[REDACTED]

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Justin A. Marchetta

Attorney at Law | [View my Bio](#)

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600 Parsippany Road, Suite 204

Parsippany, New Jersey 07054

t (973) 947-7136 | f (973) 887-2700 | c [REDACTED]

xxxxxxxx@xxxx.xxx | www.iwwt.law

Assistant: Kelly Arminio, xxxxxxxx@xxxx.xxx

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From: [Justin A. Marchetta](#)
To: [Eleni Pettas](#); [Ceci Tramontana](#); [Alan Genitempo <xxxxxxxxx@xxxxxxxxxxx.xxx>](#)
Cc: [xxxxxxxxx@xxxxxxxx.xxx](#) [John V. Kelly, III](#)
Subject: GRC Complaint 2021-31 (Diversity Subcommittee Zoom Link) Mediation
Date: Monday, August 23, 2021 12:24:15 PM

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Justin A. Marchetta

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From: [Justin A. Marchetta](#)
To: [Eleni Pettas](#); [Ceci Tramontana](#); [Alan Genitempo <xxxxxxxxx@xxxxxxxxxxx.xxx>](#)
Cc: [xxxxxxxxx@xxxxxxxx.xxx](#) [John V. Kelly, III](#)
Subject: GRC Complaint 2021-31 (Diversity Subcommittee Zoom Link) Mediation
Date: Monday, August 23, 2021 12:24:12 PM

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From: [Justin A. Marchetta](#)
To: [Eleni Pettas](#); [Ceci Tramontana](#); [Alan Genitempo <xxxxxxxxx@xxxxxxxxxxxxx.xxx>](#)
Cc: [xxxxxxxxx@xxxxxxxxx.xxx](#) [John V. Kelly, III](#)
Subject: GRC Complaint 2021-31 (Diversity Subcommittee Zoom Link) Mediation
Date: Monday, August 23, 2021 12:24:07 PM

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From: [xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx](#)
To: [xxxxxx@xxxxx.xxx](#)
Cc: [xxxxxx@xxxxxxxxxxx.xxx](#); [xxxxxxxxxx@xxxxxxxxxxx.xxx](#)
Subject: RE: Censorship and Cancel Culture
Date: Tuesday, August 17, 2021 7:01:30 PM

Hi Rick,

Nutley is home to many different view points and ideas. Nutley is and will always be welcoming to and respectful of everyone's views and opinions.

However, the issue you are raising is an issue for the Nutley Board of Education. It appears there is a private page that could create an impression of being an official page of the Nutley Board of Education. I would suggest raising your concerns with them so that they can take appropriate action, if necessary.

Best,

John

----- Original message -----

From: "Rick N." <xxxxxxx@xxxxx.xxx>
Date: 8/14/21 12:38 (GMT-05:00)
To: "John V. Kelly, III" <xxxxxxxxxxxxxxxxxxxxxx@xxxxxxxxxxx.xxx>
Subject: Censorship and Cancel Culture

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Hello, Commissioner Kelly.

My name is Rick Nejman and my wife and I are Nutley residents since 2013. But it's been over the course of the last couple of years that we've become more involved with local activities and social platforms in town since our older child has entered the Nutley school system, though I have been far more active than my wife. One particular group on Facebook called "Nutley Public School Parents" has been a source of some concern for me. It's run by Janice Ng Fraser, someone that I understand you appointed to a local committee that deals with "cultural inclusion and diversity" in Nutley. What you may not know about Janice is how she conducts herself among other parents that have been in her Facebook group. Obviously many of us have different opinions on the many issues we have been faced with over the last year and a half. Unfortunately, she has quite blatantly censored a considerably large group of us parents in her group who simply don't follow along with her beliefs. Quite a few of us have been removed from her group and banned. This isn't because we've been disrespectful but simply because we don't agree with her and some other members in her group on some issues. Currently, the group is now classified as a "secret group" which cannot be found by searching for it and one can only find the group by invitation from a current member. I would also like to point out that there is a heavy presence there with our current Board of Education. This presents a serious problem as they are seeing an extremely biased perspective of what the

parents in our town truly feel. This is hardly the conduct of someone who believes in "inclusion and diversity" nor should it be the conduct of someone who holds a position on a committee that promotes such values. I urge you to consider removing her from her position as her actions simply do not reflect the values of the committee on which she resides. If her actions are a reflection of any type of culture in the town of Nutley, it's "Cancel Culture." And I'm fairly certain that is not the direction in which we want to see Nutley moving. Thank you for your consideration and God bless.

Sincerely,

Rick Nejman
Nutley Resident and Parent

From: [xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx](#)
To: [xxxxxxxxxxxxxxxxxxxx@xxxxx.xxx](#)
Cc: [xxxxxx@xxxxxxxxxxx.xxx](#); [xxxxxxxx@xxxxxxxxxxx.xxx](#)
Subject: RE:
Date: Tuesday, August 17, 2021 6:58:37 PM

Hi Amanda,

Nutley is home to many different view points and ideas. Nutley is and will always be welcoming to and respectful of everyone's views and opinions.

However, the issue you are raising is an issue for the Nutley Board of Education. It appears there is a private page that could create an impression of being an official page of the Nutley Board of Education. I would suggest raising your concerns with them so that they can take appropriate action, if necessary.

Best,

John

----- Original message -----

From: amandagriccardi <xxxxxxxxxxxxxxxxxxxx@xxxxxx.xxx>
Date: 8/16/21 10:41 (GMT-05:00)
To: "John V. Kelly, III" <xxxxxxxxxxxxxxxxxxxx@xxxxxxxxxxx.xxx>
Subject:

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Good morning,

My name is Amanda Riccardi and I have young children in Nutley Public Schools. I am writing to you regarding a Facebook page called, Nutley Public Schools.

I joined the group as I thought it had ties to the actual school system. At first it seemed like a great resource to gather information. I quickly realized how biased it was. An admin, Janice Fraser began kicking people out for having diverse opinions. Many parents shared the same thoughts on school closures, virtual learning and wanting our children back in school full time. She continued to be little us and would turn comments off and worst yet kick us out of the group for difference of opinions.

It all seemed very childish that we could not have an opinion that didn't match hers. I was one of the parents kicked out with no explanation. I was also not responded to when I tried to send a private message to find out why I was not allowed into the group.

What is concerning is that I have now found out that she is the secretary of your cultural inclusion and diversity council. This woman clearly isn't welcoming of diversity. It worry's me that she is a secretary of your council. It is also very ck cernign that this Facebook page

implies that it has ties to the school system when it does not.

Thank you for your time in reading my email.

Sincerely,
Amanda Riccardi

From: [xxxxxx@xxxxxxxx.xxx](#)
To: [xxxxxx@xxxxxxxx.xxx](#); [xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx](#)
Subject: RE:
Date: Tuesday, August 17, 2021 2:28:11 PM

I agree. Sounds good...Definitely a BOE issue

Meredith Blank, CMR | *Registrar of Vital Statistics*

Department of Public Affairs and Health

Township of Nutley, NJ

(973) 284-4951 x2424 Office

(973) 661-9411 Fax

www.nutleynj.org

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From: Courtney Johnson <[xxxxxxxx@xxxxxxxx.xxx](#)>
Sent: Tuesday, August 17, 2021 2:20 PM
To: John V. Kelly, III <[xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx](#)>; Meredith Blank <[mbxxxx@xxxxxxxx.xxx](#)>
Subject: RE:

Good to go.

Courtney L. Johnson

Cultural Inclusion and Diversity

Department of Public Affairs

Township of Nutley, NJ

(973) 284-4951 x2425 Office

(973) 661-9411 Fax

www.nutleynj.org

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From: John V. Kelly, III <[xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx](#)>
Sent: Tuesday, August 17, 2021 12:47 PM
To: Meredith Blank <[xxxxxx@xxxxxxxx.xxx](#)>; Courtney Johnson <[xxxxxxxx@xxxxxxxx.xxx](#)>
Subject: FW:

[REDACTED]

[REDACTED]

[REDACTED]

Commissioner John V. Kelly, III

Director, Department of Public Affairs & Health

Township of Nutley, NJ

(973) 284-4972 Office

Cell

(973) 661-9411 Fax

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From: amandagriccardi <xxxxxxxxxxxxxx@xxxxx.xxx>

Sent: Monday, August 16, 2021 10:29 AM

To: John V. Kelly, III <xxxxxxxxxxxxxx@xxxxxxxx.xxx>

Subject:

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Good morning,

My name is Amanda Riccardi and I have young children in Nutley Public Schools. I am writing to you regarding a Facebook page called, Nutley Public Schools.

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Thank you for your time in reading my email.

Sincerely,
Amanda Riccardi

From: xxxxxxx@xxxxxxx.xxx
To: xxxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx; xxxxxx@xxxxxxx.xxx
Subject: RE:
Date: Tuesday, August 17, 2021 2:20:04 PM

Good to go.

Courtney L. Johnson

Cultural Inclusion and Diversity
Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx>
Sent: Tuesday, August 17, 2021 12:47 PM
To: Meredith Blank <xxxxxx@xxxxxxx.xxx>; Courtney Johnson <cjohnson@nutleynj.org>
Subject: FW:

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Commissioner John V. Kelly, III

Director, Department of Public Affairs & Health
Township of Nutley, NJ
(973) 284-4972 Office
[REDACTED] Cell
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: amandagriccardi <xxxxxxxxxxxxxxxxxxxx@xxxxx.xxx>

Sent: Monday, August 16, 2021 10:29 AM

To: John V. Kelly, III <xxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Subject:

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Thank you for your time in reading my email.

Sincerely,
Amanda Riccardi

From: [xxxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx](#)
To: [xxxxxx@xxxxxxxx.xxx](#); [xxxxxxxx@xxxxxxxx.xxx](#)
Subject: FW:
Date: Tuesday, August 17, 2021 12:46:59 PM

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Commissioner John V. Kelly, III

Director, Department of Public Affairs & Health
Township of Nutley, NJ
(973) 284-4972 Office
[REDACTED] Cell
(973) 661-9411 Fax
www.nutleynj.org

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From: amandagriccardi <xxxxxxxxxxxxxxxx@xxxxxxx.xxx>
Sent: Monday, August 16, 2021 10:29 AM
To: John V. Kelly, III <xxxxxxxxxxxxxxxx@xxxxxxx.xxx>
Subject:

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Good morning,

My name is Amanda Riccardi and I have young children in Nutley Public Schools. I am writing to you regarding a Facebook page called, Nutley Public Schools.

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Thank you for your time in reading my email.

Sincerely,
Amanda Riccardi

From: xxxxxx@xxxxxxxx.xxx
To: xxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx
Cc: xxxxxx@xxxxxxxx.xxx
Subject: RESO_HispanicHeritageMonth2021
Date: Monday, August 16, 2021 12:52:22 PM
Attachments: [RESO_2021Hispanic Heri Edited_081621.docx](#)

Good Afternoon John,

Attached please find the resolution Conor wrote up for Hispanic Heritage Month. He did quite a good job.

Let me know if you are ok with it and we will hold it for the 9/7 meeting.

Meredith Blank, CMR | *Registrar of Vital Statistics*

Department of Public Affairs and Health

Township of Nutley, NJ

(973) 284-4951 x2424 Office

(973) 661-9411 Fax

www.nutleynj.org

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From: xxxxxxx@xxxxxxx.xxx
To: xxxxxxxxxxxxxxxxxx@xxxxxxx.xxx; xxxxxxx@xxxxxxx.xxx
Cc: xxxxxx@xxxxxxx.xxx
Subject: RE: Afghanistan/Iraq War Veterans Parade
Date: Thursday, July 8, 2021 8:25:17 AM

Sounds good, Iraq and Afghanistan war veterans definitely need to be recognized, I personally have friends who were killed in action. All we have to do is get the word out, after we have the participants everything else is easy.

Courtney L. Johnson

Cultural Inclusion and Diversity
Department of Public Affairs
Township of Nutley, NJ
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(973) 661-9411 Fax
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From: John V. Kelly, III <xxxxxxxxxxxxxxxxxx@xxxxxxx.xxx>
Sent: Wednesday, July 7, 2021 10:31 AM
To: Courtney Johnson <xxxxxxx@xxxxxxx.xxx>; Daniel Jacoby <djacoby@nutleynj.org>
Cc: Meredith Blank <xxxxxx@xxxxxxx.xxx>
Subject: Afghanistan/Iraq War Veterans Parade

Courtney and Dan (Dan I know you are on leave, just wanted to keep you looped in),

Now that the wars in Iraq and Afghanistan have officially come to a close, I want us to have a parade to honor and thank all those who served in those wars.

I spoke with the commissioners last night and they are on board. I suggested and they liked the idea of doing it in the evening of Friday September 10, the same evening as the Franklin Ave street fair and Nutleys fireworks.

The intent is to have the parade kickoff the event and roll into celebration and culminate with fireworks.

It is also significant because it will be the 20th anniversary of September 11, the event that jump started both wars.

Ultimately, let's also start planning a monument for all those who served in the global war on terror. Obviously that won't be ready for the tenth.

Let me know your thoughts, suggestions, and concerns.

John

From: xxxxx@xxxxxxxx.xxx
To: xxx@xxxxxxxx.xxx
Cc: xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx
Subject: FOR IMMEDIATE RELEASE_BLAST061621
Date: Friday, June 18, 2021 1:48:34 PM

Good Afternoon John,

Please find the press release below to be published in your next print and/or digital publication.

Please do not hesitate to contact me if you have any question or need additional information.

Thank you!

The Nutley Board of Commissioners, in partnership with the Nutley Cultural Inclusion and Diversity Council (NCIDC), are pleased to announce plans for the first annual "Juneteenth" celebration on Saturday, June 19, 2021. The event will take place at the AMVETS Post 30, located at 184 Park Avenue, Nutley, between the hours of 1:00pm and 4:00pm.

The day will kick off with musical entertainment provided by the Nutley Jazz Band, followed by an introduction and welcome from the Nutley Cultural Inclusion and Diversity Council (NCIDC) members. Proclamation ceremony will commence at 2:00pm.

"This event is open to all and presents an opportunity for us to come together as a community and further enrich ourselves in our history", commented Commissioner Kelly.

Guest speakers include Desyra Highsmith-Holcomb, Director of Diversity and Inclusion/Clara Maass Medical Center and NCIDC Council Member, Lady Trisha Scipio, Membership Co-Chair of the National Association for the Advancement of Colored People (NAACP), Mayor Mauro G. Tucci, and Commissioner John V. Kelly, III. Performances by Greg Cherry and a poetry reading will round out the event.

In addition, RWJBarnabas Health will be on hand to offer blood pressure screenings and provide education regarding COVID-19 vaccinations. Demonstrations provided by Nutley HVAC, Painting with Trudie, and Abundant Life Academy. Food will be available through Peruvian Food Truck, Churro Land.

###

Meredith Blank, CMR | Registrar of Vital Statistics

Department of Public Affairs and Health

Township of Nutley, NJ

(973) 284-4951 x2424 Office

(973) 661-9411 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

From: xxxxx@xxxxxxxx.xxx
To: xxx@xxxxxxxx.xxx
Cc: xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx
Subject: FOR IMMEDIATE RELEASE_BLAST061621
Date: Friday, June 18, 2021 1:48:34 PM

Good Afternoon John,

Please find the press release below to be published in your next print and/or digital publication.

Please do not hesitate to contact me if you have any question or need additional information.

Thank you!

The Nutley Board of Commissioners, in partnership with the Nutley Cultural Inclusion and Diversity Council (NCIDC), are pleased to announce plans for the first annual "Juneteenth" celebration on Saturday, June 19, 2021. The event will take place at the AMVETS Post 30, located at 184 Park Avenue, Nutley, between the hours of 1:00pm and 4:00pm.

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 Please consider the environment before printing this email.

From: xxxxx@xxxxxxxx.xxx
To: xxxxx@xxxxxxxx.xxx
Cc: xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx
Subject: FOR IMMEDIATE RELEASE_BLA061621
Date: Wednesday, June 16, 2021 1:24:01 PM

Good Afternoon J,

Can you please send out the information below at your very earliest convenience? Thank you!

The Nutley Board of Commissioners, in partnership with the Nutley Cultural Inclusion and Diversity Council (NCIDC), are pleased to announce plans for the first annual "Juneteenth" celebration on Saturday, June 19, 2021. The event will take place at the AMVETS Post 30, located at 184 Park Avenue, Nutley, between the hours of 1:00pm and 4:00pm.

The day will kick off with musical entertainment provided by the Nutley Jazz Band, followed by an introduction and welcome from the Nutley Cultural Inclusion and Diversity Council (NCIDC) members. Proclamation ceremony will commence at 2:00pm.

"This event is open to all and presents an opportunity for us to come together as a community and further enrich ourselves in our history", commented Commissioner Kelly.

Guest speakers include Desyra Highsmith-Holcomb, Director of Diversity and Inclusion/Clara Maass Medical Center and NCIDC Council Member, Lady Trisha Scipio, Membership Co-Chair of the National Association for the Advancement of Colored People (NAACP), Mayor Mauro G. Tucci, and Commissioner John V. Kelly, III. Performances by Greg Cherry and a poetry reading will round out the event.

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###

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Department of Public Affairs and Health

Township of Nutley, NJ

(973) 284-4951 x2424 Office

(973) 661-9411 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

From: xxxxxx@xxxxxxxx.xxx
To: xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx; xxxxxxxx@xxxxxxxx.xxx
Subject: RE: Final Draft for
Date: Wednesday, June 16, 2021 11:30:11 AM

[REDACTED]

[REDACTED]

Meredith Blank, CMR | *Registrar of Vital Statistics*
Department of Public Affairs and Health
Township of Nutley, NJ
(973) 284-4951 x2424 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: Meredith Blank
Sent: Wednesday, June 16, 2021 9:03 AM
To: Commissioner John V Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>; Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>
Subject: Final Draft for

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Meredith Blank, CMR | *Registrar of Vital Statistics*

Department of Public Affairs and Health

Township of Nutley, NJ

(973) 284-4951 x2424 Office

(973) 661-9411 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

From: xxxxx@xxxxxxxx.xxx
To: xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xx; xxxxxxxx@xxxxxxxx.xxx
Subject: Final Draft for
Date: Wednesday, June 16, 2021 9:03:21 AM

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Meredith Blank, CMR | *Registrar of Vital Statistics*
Department of Public Affairs and Health
Township of Nutley, NJ
(973) 284-4951 x2424 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: xxxxx@xxxxxxxx.xxx
To: xxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx
Cc: xxxxxxx@xxxxxxxx.xxx
Subject: revised blast
Date: Tuesday, June 15, 2021 4:30:17 PM

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Meredith Blank, CMR | *Registrar of Vital Statistics*
Department of Public Affairs and Health
Township of Nutley, NJ
(973) 284-4951 x2424 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: [xxxxxx@xxxxxxxx.xxx](#)
To: [xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx](#); [xxxxxxxx@xxxxxxxx.xxx](#)
Subject: RE: Inaugural Juneteenth Celebration
Date: Tuesday, June 15, 2021 4:16:42 PM

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Meredith Blank, CMR | *Registrar of Vital Statistics*
Department of Public Affairs and Health
Township of Nutley, NJ
(973) 284-4951 x2424 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Sent: Tuesday, June 15, 2021 1:43 PM
To: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>; Dan Amato <xxxxxx@xxxxxxxx.xgx>
Cc: Meredith Blank <xxxxxx@xxxxxxxx.xxx>; John V. Kelly, III <commissionerkxxxx@xxxxxxxx.xxx>

Subject: RE: Inaugural Juneteenth Celebration

[REDACTED]

----- Original message -----

From: Courtney Johnson <xxxxxxx@xxxxxxxx.xxx>

Date: 6/15/21 10:02 (GMT-05:00)

To: Dan Amato <xxxxxx@xxxxxxxx.xxx>

Cc: Meredith Blank <xxxxxx@xxxxxxxx.xxx>, "John V. Kelly, III" <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Subject: Inaugural Juneteenth Celebration

[REDACTED]

Best,

Courtney

Courtney L. Johnson

Cultural Inclusion and Diversity

Department of Public Affairs

Township of Nutley, NJ

(973) 284-4951 x2425 Office

(973) 661-9411 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

From: [xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx](#)
To: [xxxxxxxx@xxxxxxxx.xxx](#); [xxxxxx@xxxxxxxx.xxx](#)
Cc: [xxxxxx@xxxxxxxx.xxx](#); [xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx](#)
Subject: RE: Inaugural Juneteenth Celebration
Date: Tuesday, June 15, 2021 1:43:15 PM

----- Original message -----

From: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>
Date: 6/15/21 10:02 (GMT-05:00)
To: Dan Amato <xxxxxx@xxxxxxxx.xxx>
Cc: Meredith Blank <xxxxxx@xxxxxxxx.xxx>, "John V. Kelly, III"
<xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Subject: Inaugural Juneteenth Celebration

Best,

Courtney

Courtney L. Johnson

Cultural Inclusion and Diversity

Department of Public Affairs

Township of Nutley, NJ

(973) 284-4951 x2425 Office

(973) 661-9411 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

From: xxxxxxx@xxxxxxx.xxx
To: xxxxxx@xxxxxxx.xxx
Cc: xxxxxx@xxxxxxx.xxx xxxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx
Subject: Inaugural Juneteenth Celebration
Date: Tuesday, June 15, 2021 10:02:53 AM
Attachments: [186500148_10226854296850454_726201749622253378_n.jpg](#)

[REDACTED]

Best,
Courtney

Courtney L. Johnson
Cultural Inclusion and Diversity
Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: xxxxxx@xxxxxxxx.xxx
To: xxxxxx@xxxxxxxx.xxx
Cc: xxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx
Subject: RE: Donation from Clara Maass Med Cntr for Juneteenth
Date: Monday, June 7, 2021 11:39:27 AM

Feel free to accept their donation at any time. Send down the check with correspondence, preferably from Clara Maass, indicating that is a donation for the Juneteenth event and we will deposit it in the bank. We will have to amend our budget for the \$500 at adoption to include it. In the meantime, charge your 110 budget account for any expenses attributable to this donation UPTO \$500, CLEARLY mark that they are for this DONATION, and we will move them out to the donation once our budget is amended.

Rosemary

Rosemary Costa | *Chief Financial Officer / CTC*
Department of Revenue and Finance
Township of Nutley, NJ
(973) 284-4961 Office
(973) 284-4907 Fax
www.nutleynj.org

 **Please consider the environment before printing this email.**

From: Courtney Johnson <xxxxxx@xxxxxxxx.xxx>
Sent: Monday, June 7, 2021 11:24 AM
To: Rosemary Costa <xxxxxx@xxxxxxxx.xxx>
Cc: John V. Kelly, III <xxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Subject: Donation from Clara Maass Med Cntr for Juneteenth

Good morning,

Clara Maass Medical Center would really like to provide a donation of \$500 in support of this year's Juneteenth event, I would am requesting guidance on how to go forward with accepting this on time donation. I look forward to hearing from you, thank you in advance.

Best,
Courtney

Courtney L. Johnson
Cultural Inclusion and Diversity
Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office

(973) 661-9411 Fax

www.nutleynj.org

 **Please consider the environment before printing this email.**

From: Newton, Stacie [<mailto:xxxxxx.xxxxxx@xxxx.xxx>]

Sent: Thursday, June 3, 2021 12:08 PM

To: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>

Subject: RE: Nutley Juneteenth Celebration

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Courtney:

Clara Maass Medical Center would really like to provide a donation of \$500 in support of this year's Juneteenth event in Nutley. We will absolutely process a check for you that you will receive in about 7 to 10 business days. Please reply to confirm that you received my email. Thank you for including us in your celebration this year!

Stacie J. Newton, MPA

RWJBarnabas Health

Clara Maass Medical Center

O: 973.450.2989

C: 



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From: Highsmith, Desyra <xxxxxx.xxxxxxxxxx@xxxx.xxx>

Sent: Monday, May 24, 2021 5:07 PM

To: Clyne Ph.D., Mary Ellen <xxx.xxxx@xxxx.xxx>; Newton, Stacie <xxxxxx.xxxxxx@xxxx.xxx>

Cc: 'xxxxxxxx@xxxxxxxx.xxx' <xxxxxxxx@xxxxxxxx.xxx>

Subject: Nutley Juneteenth Celebration

Mary Ellen and Stacie –

On behalf of Commissioner Kelly and the (NCIDC) Nutley Cultural Inclusion and Diversity Council, I am forwarding a request for sponsorship or donation for Nutley's first Juneteenth celebration on June 19, 2021. NCIDC is committed to celebrating the diverse cultures of the residents of Nutley, and this will be the first year that Juneteenth is being recognized in the town. We are excited to invite local business to contribute to the success of this inaugural event.

Please see the attached letter from Mr. Courtney Johnson from Commissioner Kelly's office detailing the invitation to contribute to Nutley's Juneteenth Celebration. I have copied Mr. Johnson on this communication so that further discussion is not interrupted upon my departure.

JOIN THE
NUTLEY BOARD OF COMMISSIONERS
AND THE
NUTLEY CULTURAL INCLUSION AND DIVERSITY
COUNCIL

FOR OUR 1ST ANNUAL

JUNETEENTH CELEBRATION

LIVE MUSIC + FOOD + EDUCATION +
GAMES = FUN

SATURDAY, JUNE 19, 2021
1-4 PM

FREE ADMISSION

FACE MASKS AND SOCIAL DISTANCING REQUIRED

NUTLEY AMERICAN VETERANS SOCIETY
184 PARK AVENUE NUTLEY, NJ

FOR MORE INFORMATION CONTACT COURTNEY JOHNSON AT CJOHNSON@NUTLEY.NJ.ORG

Best –

Desyra

From: xxxxxxx@xxxxxxx.xxx
To: xxxxxx@xxxxxxx.xxx
Cc: xxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx
Subject: Donation from Clara Maass Med Cntr for Juneteenth
Date: Monday, June 7, 2021 11:24:15 AM

Good morning,

Clara Maass Medical Center would really like to provide a donation of \$500 in support of this year's Juneteenth event, I would am requesting guidance on how to go forward with accepting this on time donation. I look forward to hearing from you, thank you in advance.

Best,
Courtney

Courtney L. Johnson

Cultural Inclusion and Diversity
Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 **Please consider the environment before printing this email.**

From: Newton, Stacie [mailto:xxxxxx.xxxxxx@xxxxx.xxx]
Sent: Thursday, June 3, 2021 12:08 PM
To: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>
Subject: RE: Nutley Juneteenth Celebration

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Courtney:

Clara Maass Medical Center would really like to provide a donation of \$500 in support of this year's Juneteenth event in Nutley. We will absolutely process a check for you that you will receive in about 7 to 10 business days. Please reply to confirm that you received my email. Thank you for including us in your celebration this year!

Stacie J. Newton, MPA
RWJBarnabas Health
Clara Maass Medical Center
O: 973.450.2989
C: [REDACTED]



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From: Highsmith, Desyra <xxxxxx.xxxxxxxxxx@xxxxx.xxx>

Sent: Monday, May 24, 2021 5:07 PM

To: Clyne Ph.D., Mary Ellen <xxxx.xxxxx@xxxxx.xxx>; Newton, Stacie <xxxxxx.xxxxxx@xxxxx.xxx>

Cc: 'xxxxxxxx@xxxxxxxx.xxx' <xxxxxxxx@xxxxxxxx.xxx>

Subject: Nutley Juneteenth Celebration

Mary Ellen and Stacie –

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AND THE
NUTLEY CULTURAL INCLUSION AND DIVERSITY
COUNCIL

FOR OUR 1ST ANNUAL

JUNETEENTH CELEBRATION

LIVE MUSIC + FOOD + EDUCATION +
GAMES = FUN

SATURDAY, JUNE 19, 2021
1-4 PM

FREE ADMISSION

FACE MASKS AND SOCIAL DISTANCING REQUIRED

NUTLEY AMERICAN VETERANS SOCIETY
184 PARK AVENUE NUTLEY, NJ

FOR MORE INFORMATION CONTACT COURTNEY JOHNSON AT CJOHNSON@NUTLEY.NJ.ORG

Best –

Desyra

From: xxxxxxx@xxxxxxx.xxx
To: xxxxxxxxxxxxxxxxxx@xxxxxxx.xxx
Subject: RE: juneteenth invite letters
Date: Tuesday, June 1, 2021 9:52:44 AM

Done.

Courtney L. Johnson

Cultural Inclusion and Diversity
Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: John V. Kelly, III
Sent: Tuesday, June 1, 2021 9:40 AM
To: Courtney Johnson <xxxxxxx@xxxxxxx.xxx>
Subject: juneteenth invite letters

Can you have them ready for me to sign by tonight?

From: [xxxxxxxxxxxxxxxx@xxxxxxxx.xxx](#)
To: [xxxxxxxxxxxxxxxx@xxxxxxxx.xxx](#); [xxxxxxxx@xxxxxxxx.xxx](#); [xxxxxxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx](#)
[xxxxxxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx](#)
Cc: [xxxxxxxx@xxxxxxxxxxx.xxx](#); [xxxxxx@xxxxxxxx.xxx](#); [xxxxxxxx@xxxxxxxx.xxx](#)
Subject: RE: Juneteenth Proclamation
Date: Monday, May 24, 2021 1:34:42 PM

Ok with me

From: John V. Kelly, III <xxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Sent: Monday, May 24, 2021 1:02 PM
To: Mauro G. Tucci <xxxxxxxx@xxxxxxxx.xxx>; Joseph P. Scarpelli
<xxxxxxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>; Alphonse Petracco <commissionerpetxxxx@xxxxxxxx.xxx>;
Thomas J. Evans <xxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Cc: Alan Genitempo <xxxxxxxx@xxxxxxxxxxx.xxx>; Meredith Blank <mblank@nutleynj.org>;
Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>
Subject: Juneteenth Proclamation

For the June 1, 2021, meeting, in advance of June 19, I think it would be best we do a proclamation for Juneteenth. If we do do this, I believe some members of the Diversity Committee would like to be either at the meeting or on zoom to "Receive" the proclamation. Let me know your thoughts. Also, this might be a good thing to read at our Juneteenth celebration on June 19.

Commissioner John V. Kelly, III

Director, Department of Public Affairs & Health

Township of Nutley, NJ

(973) 284-4972 Office

 Cell

(973) 661-9411 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

From: [xxxxxxxx@xxxxxxx.xxx](#)
To: [xxxxxxxxxxxxxxxx@xxxxxxx.xxx](#)
Cc: [xxxxxxxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx](#); [xxxxxxxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx](#); [xxxxxxxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx](#); [xxxxxxxx@xxxxxxx.xxx](#); [xxxxxxxx@xxxxxxx.xxx](#)
Subject: Re: Juneteenth Proclamation
Date: Monday, May 24, 2021 1:28:23 PM

Good idea, perfectly acceptable .

Sent from my iPhone

On May 24, 2021, at 1:02 PM, John V. Kelly, III
<xxxxxxxxxxxxxxxx@xxxxxxx.xxx> wrote:

For the June 1, 2021, meeting, in advance of June 19, I think it would be best we do a proclamation for Juneteenth. If we do do this, I believe some members of the Diversity Committee would like to be either at the meeting or on zoom to "Receive" the proclamation. Let me know your thoughts. Also, this might be a good thing to read at our Juneteenth celebration on June 19.

Commissioner John V. Kelly, III

Director, Department of Public Affairs & Health

Township of Nutley, NJ

(973) 284-4972 Office

 Cell

(973) 661-9411 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

<PROC_2021JuneteenthProclamation.doc>

From: [XXXXXXXXXXXXXXXXXXXX@XXXXXXXX.XXX](#)
To: [XXXXXXXXXX@XXXXXXXX.XXX](#); [XXXXXXXXXXXXXXXXXXXXXXXXXXXX@XXXXXXXX.XXX](#); [XXXXXXXXXXXXXXXXXXXXXXXXXXXX@XXXXXXXX.XXX](#)
Cc: [XXXXXXXXXX@XXXXXXXXXXXX.XXX](#); [XXXXXX@XXXXXXXX.XXX](#); [XXXXXXXX@XXXXXXXX.XXX](#)
Subject: Juneteenth Proclamation
Date: Monday, May 24, 2021 1:02:03 PM
Attachments: [PROC_2021JuneteenthProclamation.doc](#)

For the June 1, 2021, meeting, in advance of June 19, I think it would be best we do a proclamation for Juneteenth. If we do do this, I believe some members of the Diversity Committee would like to be either at the meeting or on zoom to "Receive" the proclamation. Let me know your thoughts. Also, this might be a good thing to read at our Juneteenth celebration on June 19.

Commissioner John V. Kelly, III

Director, Department of Public Affairs & Health
Township of Nutley, NJ
(973) 284-4972 Office
[REDACTED] Cell
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: xxxxxx@xxxxxxxx.xxx
To: xxxxxx@xxxxxxxx.xxx; xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx
Subject: RE: 2021 Juneteenth Proclamation
Date: Monday, May 24, 2021 10:40:32 AM
Attachments: [PROC_2021JuneteenthProclamation.doc](#)

I added language to the last paragraph and changed it from "be it resolved" to "be it proclaimed"

Meredith Blank, CMR | *Registrar of Vital Statistics*

Department of Public Affairs and Health

Township of Nutley, NJ

(973) 284-4951 x2424 Office

(973) 661-9411 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

From: Courtney Johnson <xxxxxx@xxxxxxxx.xxx>
Sent: Monday, May 24, 2021 9:53 AM
To: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Cc: Meredith Blank <xxxxxx@xxxxxxxx.xxx>
Subject: 2021 Juneteenth Proclamation

Good morning, here is my final draft for the Juneteenth Proclamation, feel free to make any changes or suggestions.

Thanks!

Courtney L. Johnson

Cultural Inclusion and Diversity

Department of Public Affairs

Township of Nutley, NJ

(973) 284-4951 x2425 Office

(973) 661-9411 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

From: xxxxxxx@xxxxxxx.xxx
To: xxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx
Cc: xxxxxx@xxxxxxx.xxx
Subject: 2021 Juneteenth Proclamation
Date: Monday, May 24, 2021 9:52:32 AM
Attachments: [2021 Juneteenth Proclamation.doc](#)

Good morning, here is my final draft for the Juneteenth Proclamation, feel free to make any changes or suggestions.

Thanks!

Courtney L. Johnson

Cultural Inclusion and Diversity

Department of Public Affairs

Township of Nutley, NJ

(973) 284-4951 x2425 Office

(973) 661-9411 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

From: xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx
To: xxxxxx@xxxxxxxx.xxx
Cc: xxxxxxxx@xxxxxxxx.xxx; xxxxxxxx@xxxxxxxx.xxx
Subject: RE: DIVERSITY COMMITTEE DONATIONS
Date: Thursday, May 13, 2021 2:02:11 PM

Just this one event, but there may be others in the future.

Commissioner John V. Kelly, III

Director, Department of Public Affairs & Health
Township of Nutley, NJ
(973) 284-4972 Office
[REDACTED] Cell
(973) 661-9411 Fax
www.nutleynj.org

 **Please consider the environment before printing this email.**

From: Rosemary Costa <xxxxxx@xxxxxxxx.xxx>
Sent: Wednesday, May 12, 2021 2:52 PM
To: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>; Ray Sarinelli (rsarinelli@nisivoccia.com) <xxxxxxxx@xxxxxxxx.xxx>
Subject: RE: DIVERSITY COMMITTEE DONATIONS

The way that grants work is that once a grant has been awarded, we create the revenue and appropriation in our budget specific to that grant. This can be done prior to introduction or subsequent to adoption. All that I need is the notice of award.

Will there be other doners, other events or just a one and done?

Rosemary Costa | *Chief Financial Officer / CTC*

Department of Revenue and Finance
Township of Nutley, NJ
(973) 284-4961 Office
(973) 284-4907 Fax
www.nutleynj.org

 **Please consider the environment before printing this email.**

From: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Sent: Wednesday, May 12, 2021 1:53 PM

To: Rosemary Costa <xxxxxx@xxxxxxxx.xxx>

Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>; Ray Sarinelli (xxxxxxxxxx@xxxxxxxxxx.xx)<xxxxxxxxxx@xxxxxxxxxx.xx>

Subject: RE: DIVERSITY COMMITTEE DONATIONS

Courtney can correct me if I am wrong.

I believe it is one donation in the amount of between \$500 to \$1000 from Barnabas Health for the Juneteenth Event.

Courtney has informed that there are numerous grants available for diversity in municipalities. However, to get these grants going forward we may need to set up an appropriated account?

-John

Commissioner John V. Kelly, III

Director, Department of Public Affairs & Health

Township of Nutley, NJ

(973) 284-4972 Office

Cell

(973) 661-9411 Fax

www.nutleynj.org

 **Please consider the environment before printing this email.**

From: Rosemary Costa <xxxxxx@xxxxxxxx.xxx>

Sent: Wednesday, May 12, 2021 1:24 PM

To: John V. Kelly, III <xxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>; Ray Sarinelli (xxxxxxxxxx@xxxxxxxxxx.xx)<xxxxxxxxxx@xxxxxxxxxx.xx>

Subject: DIVERSITY COMMITTEE DONATIONS

Commissioner,

In an effort to provide you with the best direction on how to handle Diversity Committee Donations, I respectfully request that you provide details of the matter in question, such as: dollar amount of donations expected (\$50, \$500, \$5000), number of donations anticipated (one or two donations versus a fund drive), will these events receiving donations be ongoing versus on time only, will these events be supported by budget appropriations or donations only.

The more information that you provide, the better able we will be to provide you with the best way to move forward with your efforts while remaining statutorily compliant.

Please feel free to call if you would like to discuss this matter further.

Regards,

Rosemary

Rosemary Costa | *Chief Financial Officer / CTC*

Department of Revenue and Finance

Township of Nutley, NJ

(973) 284-4961 Office

(973) 284-4907 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

From: xxxxxx@xxxxxxxx.xxx
To: xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx
Cc: xxxxxx@xxxxxxxx.xxx; xxxxxxxxxx@xxxxxxxxxxx.xxx
Subject: RE: DIVERSITY COMMITTEE DONATIONS
Date: Wednesday, May 12, 2021 2:51:38 PM

The way that grants work is that once a grant has been awarded, we create the revenue and appropriation in our budget specific to that grant. This can be done prior to introduction or subsequent to adoption. All that I need is the notice of award.

Will there be other doners, other events or just a one and done?

Rosemary Costa | *Chief Financial Officer / CTC*

Department of Revenue and Finance

Township of Nutley, NJ

(973) 284-4961 Office

(973) 284-4907 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

From: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Sent: Wednesday, May 12, 2021 1:53 PM
To: Rosemary Costa <xxxxxx@xxxxxxxx.xxx>
Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>; Ray Sarinelli (rsarinelli@nisivoccia.com) <xxxxxxxxxx@xxxxxxxxxxx.xxx>
Subject: RE: DIVERSITY COMMITTEE DONATIONS

Courtney can correct me if I am wrong.

I believe it is one donation in the amount of between \$500 to \$1000 from Barnabas Health for the Juneteenth Event.

Courtney has informed that there are numerous grants available for diversity in municipalities. However, to get these grants going forward we may need to set up an appropriated account?

-John

Commissioner John V. Kelly, III

Director, Department of Public Affairs & Health

Township of Nutley, NJ

(973) 284-4972 Office

(862) [REDACTED] Cell
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: Rosemary Costa <xxxxxx@xxxxxxxx.xxx>
Sent: Wednesday, May 12, 2021 1:24 PM
To: John V. Kelly, III <xxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Cc: Courtney Johnson <xxxxxx@xxxxxxxx.xxx>; Ray Sarinelli (xxxxxxxx@xxxxxxxx.xxx)
<xxxxxxxx@xxxxxxxx.xxx>
Subject: DIVERSITY COMMITTEE DONATIONS

Commissioner,

In an effort to provide you with the best direction on how to handle Diversity Committee Donations, I respectfully request that you provide details of the matter in question, such as: dollar amount of donations expected (\$50, \$500, \$5000), number of donations anticipated (one or two donations versus a fund drive), will these events receiving donations be ongoing versus on time only, will these events be supported by budget appropriations or donations only.

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Department of Revenue and Finance
Township of Nutley, NJ
(973) 284-4961 Office
(973) 284-4907 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx
To: xxxxxx@xxxxxxxx.xxx
Cc: xxxxxxxx@xxxxxxxx.xxx; xxxxxxxxxx@xxxxxxxxxxx.xxx
Subject: RE: DIVERSITY COMMITTEE DONATIONS
Date: Wednesday, May 12, 2021 1:52:53 PM

Courtney can correct me if I am wrong.

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Director, Department of Public Affairs & Health

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(973) 284-4972 Office

[REDACTED] Cell

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Sent: Wednesday, May 12, 2021 1:24 PM
To: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>; Ray Sarinelli (rsarinelli@nisivoccia.com) <xxxxxxxxxx@xxxxxxxxxxx.xxx>
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Rosemary

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Department of Revenue and Finance

Township of Nutley, NJ

(973) 284-4961 Office

(973) 284-4907 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

From: xxxxx@xxxxxxxx.xxx
To: xxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx
Cc: xxxxx@xxxxxxxx.xxx xxxxxxxx@xxxxxxxx.xxx
Subject: DIVERSITY COMMITTEE DONATIONS
Date: Wednesday, May 12, 2021 1:23:32 PM

Commissioner,

In an effort to provide you with the best direction on how to handle Diversity Committee Donations, I respectfully request that you provide details of the matter in question, such as: dollar amount of donations expected (\$50, \$500, \$5000), number of donations anticipated (one or two donations versus a fund drive), will these events receiving donations be ongoing versus on time only, will these events be supported by budget appropriations or donations only.

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Department of Revenue and Finance

Township of Nutley, NJ

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(973) 284-4907 Fax

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Cc: xxxxxx@xxxxxxxx.xxx xxxxxxxx@xxxxxxxx.xxx
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Date: Wednesday, May 12, 2021 1:23:32 PM

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Rosemary

Rosemary Costa | *Chief Financial Officer / CTC*

Department of Revenue and Finance

Township of Nutley, NJ

(973) 284-4961 Office

(973) 284-4907 Fax

www.nutleynj.org

 Please consider the environment before printing this email.



From: [REDACTED]
To: [REDACTED]
Subject: [REDACTED]

The attachment below is what I have for the banner to be, but I'm still. If there aren't any edits I would like to order it (just \$125.00) for mailing the attachment to DPW for approval to be hung at Washington School by May 15th.

From: [REDACTED]
To: [REDACTED]
Subject: [REDACTED]

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hi Courtney,
Proof is attached here.
Thank you!



William Caputo
Age 70
973-744-1242

DPW Request for Proposal # 4
Bidding Period 07/20/20

From: Courtney Johnson <courtneyjohnson@nj.gov>
Sent: Thursday, May 6, 2021 12:00 PM
To: [REDACTED]
Subject: RE: [REDACTED]

Hi, William

Courtney L. Johnson
Cultural Inclusion and Diversity
Department of Public Affairs
Township of Nutley, NJ
973-744-4542 (ext. 4242) Office
973-644-9443 (Ext.)
cjohnson@nutley.nj.gov

Please consider the environment before printing this email.

From: [REDACTED]
Sent: Thursday, May 6, 2021 12:00 PM
To: Courtney Johnson <cjohnson@nutley.nj.gov>
Subject: RE: [REDACTED]

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hi William,
I'll work on that proof shortly.
Thank you!



William Caputo
Age 70
973-744-1242

DPW Request for Proposal # 4
Bidding Period 07/20/20

From: Courtney Johnson <courtneyjohnson@nj.gov>
Sent: Thursday, May 6, 2021 12:00 PM
To: [REDACTED]
Subject: RE: [REDACTED]

Hi William

Courtney L. Johnson
Cultural Inclusion and Diversity
Department of Public Affairs
Township of Nutley, NJ
973-744-4542 (ext. 4242) Office
973-644-9443 (Ext.)
cjohnson@nutley.nj.gov

Please consider the environment before printing this email.

From: [REDACTED]
Sent: Thursday, May 6, 2021 12:00 PM
To: Courtney Johnson <cjohnson@nutley.nj.gov>
Subject: RE: [REDACTED]

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hi Courtney,
I'm not seeing an attachment?



William Caputo
Age 70
973-744-1242

DPW Request for Proposal # 4
Bidding Period 07/20/20

From: Courtney Johnson <courtneyjohnson@nj.gov>
Sent: Thursday, May 6, 2021 12:00 PM
To: [REDACTED]
Subject: RE: [REDACTED]

I need to send to Emily when you're ready getting a name to a Star... Here is the pic I would like to use for the Juneteenth Banner. Could you please add the message replacing as soon as possible so I can send it to the Department of Public Works for approval. Thank you so much and have a great day!

Best,
Courtney

Courtney L. Johnson
Cultural Inclusion and Diversity
Department of Public Affairs
Township of Nutley, NJ
973-744-4542 (ext. 4242) Office
973-644-9443 (Ext.)
cjohnson@nutley.nj.gov

Please consider the environment before printing this email.



From: xxxxxxx@xxxxxxx.xxx
To: xxxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx
Subject: RE: JUNETEENTH FLAG RAISING
Date: Wednesday, May 5, 2021 2:44:29 PM

I called and spoke with the NAACP POC and she understands the towns current position on flag raisings, together are looking at different ways that she can support our Juneteenth event. Also I spoke with Frank DeMaio and Mary Fenui and it's a go with the AMVETS for the venue. If the AMVETS needs a Certificate of Insurance the Town will provide one, either way we are covered.

Courtney L. Johnson

Cultural Inclusion and Diversity
Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: John V. Kelly, III
Sent: Wednesday, May 5, 2021 1:34 PM
To: Courtney Johnson <xxxxxxx@xxxxxxx.xxx>
Subject: FW: JUNETEENTH FLAG RAISING

The mayor would like you to respond to this request for Nutley. We have never done a flag raising for any group in Nutley so we will not be starting. However, feel free to invite them to our event.

Also, he said to call Frank DiMaio to have him reach out to the JIF to see if we can hold town events on private property. He also said to coordinate with him regarding the sound system at the annex.

Commissioner John V. Kelly, III

Director, Department of Public Affairs & Health
Township of Nutley, NJ
(973) 284-4972 Office
 Cell
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: OrangesMaplewoodNAACP <xxxxxxxxxxxxxxxxxxxxxxxx@xxxxx.xxx>

Sent: Tuesday, May 4, 2021 6:46 PM

Subject: JUNETEENTH FLAG RAISING

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Juneteenth Flag Raising Celebration

To Whom It May Concern:

The NAACP: Oranges & Maplewood Branch, in observance of Juneteenth Celebration, being held on June 19, 2021, is planning to mark the annual event with a flag raising ceremony in each of the 11 municipalities our branch represents in Essex County, New Jersey.

Our Branch is requesting that your municipality grant permission for the raising of a commemorative flag over the municipal complex. The commemorative flag, supplied by our branch, will have the NAACP logo emblazoned on one side and Juneteenth Celebration on the other - the design will be sent for your approval by May 20th. We are asking that you choose a date and time from Monday, June 14th – Saturday, June 19th that is convenient for your municipality to have the ceremony. At that, time we will tape the short ceremony and have literature explaining the importance of the celebration for the attendees. Members of our branch will be on hand to supply citizens voter registration applications as well. In addition, we would like to be included in any plans that your municipality has organized for the occasion. This may be the best time to include the flag raising.

We are hopeful you will favor our request as this will be an opportunity to support the mission of the NAACP in our quest to achieve justice and equality for all people. Additionally, this event will have little or very low impact upon municipal resources.

Juneteenth is the oldest nationally celebrated commemoration of the ending of slavery in the United States. Dating back to 1865, it was on June 19th that the Union soldiers, led by Major General Gordon Granger, landed at Galveston, Texas with news that the war had ended and that the enslaved were now free. Note that this was two and a half years after President Lincoln's Emancipation Proclamation - which had become official January 1, 1863. The Emancipation Proclamation had little impact on the Texans due to the minimal number of Union troops to enforce the new Executive Order. However, with the surrender of General Lee in April of 1865, and the arrival of General Granger's regiment, the forces were finally strong enough to influence and overcome the resistance.

Later attempts to explain this two-and-a-half-year delay in the receipt of this important news have yielded several versions that have been handed down through the years. Often told is the story of a messenger who was murdered on his way to Texas with the news of freedom. Another is that the news was deliberately withheld by the enslavers to maintain the labor force on the plantations. And still another is that federal troops actually waited for the slave owners to reap the benefits of one last cotton harvest before going to Texas to enforce the Emancipation Proclamation. All of which, or none of these versions could be true. Certainly, for some, President Lincoln's authority over the rebellious states was in question. Whatever the reasons, conditions in Texas remained status quo well beyond what was statutory.

Founded on April 18, 1913, the Oranges & Maplewood Branch is the oldest Chartered Branch in the State of New Jersey, and third oldest in the nation. The Branch footprint represents 11 communities in Essex County, New Jersey. Those communities include: Belleville, Bloomfield, East Orange, Livingston, Maplewood, Millburn, Orange, South Orange, Nutley, Verona, and West Orange.

I may be reached at [REDACTED] to discuss next steps.

Sincere kind regards,

Lady Trisha Scipio

Lady Trisha Scipio

Membership Co-Chair

NAACP

From: xxxxxxx@xxxxxxx.xxx
To: xxxxxxx@xxxxxxx.xxx
Cc: xxxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx
Subject: RE: The Township of Nutley 1st Annual Juneteenth Celebration
Date: Tuesday, April 27, 2021 3:57:58 PM

Great!
Thanks.

Colleen M. Nielsen | *Technical Assistant*

Code Enforcement Department
Township of Nutley, NJ
(973) 284-4957 Office
(973) 284-4951 x2249 Direct
(973) 284-0071 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: Courtney Johnson <xxxxxxx@xxxxxxx.xxx>
Sent: Tuesday, April 27, 2021 3:10 PM
To: Colleen Nielsen <xxxxxxx@xxxxxxx.xxx>
Cc: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx>; Meredith Blank <mbxxxx@xxxxxxx.xxx>
Subject: RE: The Township of Nutley 1st Annual Juneteenth Celebration

Good afternoon,
I will get the confirmation from Frank and we'll go from there, thank you for your help and have a great rest of the day!
Courtney

Courtney L. Johnson
Cultural Inclusion and Diversity
Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: Colleen Nielsen
Sent: Tuesday, April 27, 2021 3:05 PM
To: Courtney Johnson <xxxxxxx@xxxxxxx.xxx>; David Berry <xxxxxx@xxxxxxxxx.xxx>

Cc: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Subject: RE: The Township of Nutley 1st Annual Juneteenth Celebration

Good Afternoon,

I spoke to Dave. He said that we can issue the permit. He would like for you to confirm with Frank DeMaio that vendors are approved in the building. Once you have approval from Frank then Dave will be happy to issue.

Let me know when you hear back from Frank.

Thanks!

Colleen

Colleen M. Nielsen | *Technical Assistant*

Code Enforcement Department

Township of Nutley, NJ

(973) 284-4957 Office

(973) 284-4951 x2249 Direct

(973) 284-0071 Fax

www.nutleynj.org

 **Please consider the environment before printing this email.**

From: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>

Sent: Monday, April 26, 2021 10:57 AM

To: David Berry <xxxxxxx@xxxxxxxx.xxx>

Cc: Colleen Nielsen <xxxxxxxx@xxxxxxxx.xxx>; John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Subject: The Township of Nutley 1st Annual Juneteenth Celebration

The Nutley Cultural Inclusion and Diversity Council (NCIDC) is enthusiastically making preparations for our first Annual Juneteenth Celebration, the date for the celebration is June 19, 2021- 12-4pm. We have requested the use of the Parks and Recreation Building Located at 44 Park Avenue. We are planning to have a maximum of 10 vendors selling jewelry, clothing etc. at the event therefore we are requesting a Garage Sell License. I would like to know your thoughts, please contact me at your earliest convenience.

Thank you in advance,

Courtney

Courtney L. Johnson

Cultural Inclusion and Diversity

Department of Public Affairs

Township of Nutley, NJ

(973) 284-4951 x2425 Office

(973) 661-9411 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

From: xxxxxxx@xxxxxxx.xxx
To: xxxxxxx@xxxxxxx.xxx
Cc: xxxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx
Subject: RE: The Township of Nutley 1st Annual Juneteenth Celebration
Date: Tuesday, April 27, 2021 3:09:38 PM

Good afternoon,

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Cultural Inclusion and Diversity

Department of Public Affairs

Township of Nutley, NJ

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Cc: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx>
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Cc: Colleen Nielsen <xxxxxxx@xxxxxxx.xxx>; John V. Kelly, III <xxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx>

Subject: The Township of Nutley 1st Annual Juneteenth Celebration

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Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: [xxxxxxx@xxxxxxx.xxx](#)
To: [xxxxxxx@xxxxxxx.xxx](#); [xxxxxx@xxxxxxx.xxx](#)
Cc: [xxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx](#)
Subject: RE: The Township of Nutley 1st Annual Juneteenth Celebration
Date: Tuesday, April 27, 2021 3:04:37 PM

Good Afternoon,

I spoke to Dave. He said that we can issue the permit. He would like for you to confirm with Frank DeMaio that vendors are approved in the building. Once you have approval from Frank then Dave will be happy to issue.

Let me know when you hear back from Frank.

Thanks!

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From: Courtney Johnson <[xxxxxxx@xxxxxxx.xxx](#)>
Sent: Monday, April 26, 2021 10:57 AM
To: David Berry <[xxxxxxx@xxxxxxx.xxx](#)>
Cc: Colleen Nielsen <[xxxxxxx@xxxxxxx.xxx](#)>; John V. Kelly, III <[commissionxxxxxxx@xxxxxxx.xxx](#)>
Subject: The Township of Nutley 1st Annual Juneteenth Celebration

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Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: xxxxxxx@xxxxxxx.xxx
To: xxxxxxxxxxxxxxxx@xxxxxxx.xxx
Subject: RE: The Township of Nutley 1st Annual Juneteenth Celebration
Date: Monday, April 26, 2021 1:09:49 PM

I understand and agree, the vendors and products are related to the experience and the event, we will also have free samples. I definitely will run any traffic going forward by you and cc Meredith.

Thanks,
Courtney

Courtney L. Johnson

Cultural Inclusion and Diversity
Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 **Please consider the environment before printing this email.**

From: John V. Kelly, III
Sent: Monday, April 26, 2021 12:42 PM
To: Courtney Johnson <xxxxxxx@xxxxxxx.xxx>
Cc: Meredith Blank <xxxxxx@xxxxxxx.xxx>
Subject: RE: The Township of Nutley 1st Annual Juneteenth Celebration

I am not sure we can or should have products for sale at the event.

Are the vendors related to some performance or experience at the event? This may be acceptable.

If not, can we have the vendors just come with product samples that people can purchase outside the event? I worry about a slippery slope, where someone who did not get invited or did not participate gets upset that we are favoring one business over another?

Please run this information by me in the future before reaching out to other departments and cc meredith.

Thanks,
John

----- Original message -----

From: Courtney Johnson <xxxxxxxx@xxxxxxxx>

Date: 4/26/21 10:57 (GMT-05:00)

To: David Berry <xxxxxx@xxxxxxxx>

Cc: Colleen Nielsen <xxxxxxxx@xxxxxxxx>, "John V. Kelly, III" <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx>

Subject: The Township of Nutley 1st Annual Juneteenth Celebration

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Courtney

Courtney L. Johnson

Cultural Inclusion and Diversity

Department of Public Affairs

Township of Nutley, NJ

(973) 284-4951 x2425 Office

(973) 661-9411 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

From: xxxxxxxxxxxxxxxx@xxxxxxxx.xxx
To: xxxxxxxx@xxxxxxxx.xxx
Cc: xxxxxx@xxxxxxxx.xxx
Subject: RE: The Township of Nutley 1st Annual Juneteenth Celebration
Date: Monday, April 26, 2021 12:42:01 PM

I am not sure we can or should have products for sale at the event.

Are the vendors related to some performance or experience at the event? This may be acceptable.

If not, can we have the vendors just come with product samples that people can purchase outside the event? I worry about a slippery slope, where someone who did not get invited or did not participate gets upset that we are favoring one business over another?

Please run this information by me in the future before reaching out to other departments and cc meredith.

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John

----- Original message -----

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Courtney L. Johnson

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(973) 661-9411 Fax

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 Please consider the environment before printing this email.

From: xxxxxxx@xxxxxxx.xxx
To: xxxxxx@xxxxxxx.xxx
Cc: xxxxxxx@xxxxxxx.xxx; xxxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx
Subject: The Township of Nutley 1st Annual Juneteenth Celebration
Date: Monday, April 26, 2021 10:57:27 AM

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Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: xxxxxxx@xxxxxxx.xxx
To: xxxxxxx@xxxxxxx.xxx; xxxxxxxxxxxx@xxxxx.xxx
Cc: xxxxxxxxxxxxxxxx@xxxxxxxx.xxx
Subject: Township of Nutley 1st Annual Juneteenth Celebration
Date: Monday, April 26, 2021 10:31:02 AM

The Nutley Cultural Inclusion and Diversity Council (NCIDC) is enthusiastically making preparations for our first Annual Juneteenth Celebration, for the location of the event we are requesting the use of the Parks and Recreation Building. The date for the celebration is June 19, 2021- 12-4pm. I would like to know your thoughts, please contact me at your earliest convenience. Thank you in advance.

Courtney L. Johnson

Cultural Inclusion and Diversity
Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: [xxxxxxxxxxxxxxxx@xxxxxxxx.xx](#)
To: [xxxxx.xxxxxxxxx@xxxx.xx](#); [xxxxxxxx@xxxxxxxx.xx](#)
Subject: New Jersey's Notable African Americans - Nutley Cultural Inclusion and Diversity Council
Date: Monday, March 1, 2021 1:09:22 PM

<https://youtu.be/BGrkSwSHa0w>

From: xxxx@xxxxxxxxxxx.xxx
To: "Courtney Johnson"; "John V. Kelly, III"
Subject: RE: Black History Month Poster
Date: Tuesday, February 16, 2021 1:46:12 PM
Attachments: [bhm bnr.jpg](#)

See updated proof attached with the added text requested.



William Caputo
Sign Post NJ
973-743-5051
signpostnj.com
xxxxxx@xxxxxxxxxxx.xxx
357 Broad St Rear Unit 4
Bloomfield NJ 07003

From: Courtney Johnson <xxxxxx@xxxxxxxxxxx.xxx>
Sent: Tuesday, February 16, 2021 1:44 PM
To: xxxx@xxxxxxxxxxx.xxx
Subject: Re: Black History Month Poster

I apologize for the late response, I am now admitted to the hospital with blood clots in both lungs and pneumonia. I have not seen the revised sign, it's probably because I have been out of it. I have my phone now so I'm looking for it.

Spread love wherever you go. Let no one come to you without leaving happier. ~ Mother Theresa

On Feb 16, 2021, at 12:12 PM, xxxx@xxxxxxxxxxx.xxx wrote:

Hi Courtney,
Did you receive the revised proof so I can go ahead and produce this for you?

<image002.jpg>

William Caputo
Sign Post NJ

973-743-5051
signpostnj.com
xxxxxx@xxxxxxxxxxx.xxx
357 Broad St Rear Unit 4
Bloomfield NJ 07003

From: Courtney Johnson <xxxxxx@xxxxxxxxxxx.xxx>
Sent: Wednesday, February 10, 2021 3:15 PM
To: xxxx@xxxxxxxxxxx.xxx
Subject: Re: Black History Month Poster

Please add the "Nutley Board of Commissioners" on the banner" and let me know the price change. I apologize for the inconvenience.

On Feb 10, 2021, at 3:10 PM, xxxx@xxxxxxxxxxx.xxx wrote:

Banner is all ready for you
Thanks!

<image002.jpg>

William Caputo
Sign Post NJ
973-743-5051
signpostnj.com
xxxxxx@xxxxxxxxxxx.xxx
357 Broad St Rear Unit 4
Bloomfield NJ 07003

From: Courtney Johnson <xxxxxx@xxxxxxxxxxx.xxx>
Sent: Wednesday, February 10, 2021 9:41 AM
To: xxxx@xxxxxxxxxxx.xxx
Cc: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxxxxx.xxx>
Subject: Re: Black History Month Poster

Thank for your help, the design is good and so is the estimate, please move forward with the project. I am working from home because of Covid so you may call me anytime [REDACTED]

On Feb 8, 2021, at 4:22 PM, xxxx@xxxxxxxxxxx.xxx wrote:

<image003.jpg>

William Caputo
Sign Post NJ
973-743-5051
signpostnj.com
xxxxxx@xxxxxxxxxxx.xxx
357 Broad St Rear Unit 4
Bloomfield NJ 07003

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Sent: Monday, February 8, 2021 3:44 PM
To: xxxx@xxxxxxxxxxx.xxx
Subject: Fwd: Black History Month Poster

I put .org instead of .com apologies

Begin forwarded message:

From: courtney johnson
<xxxxxxx@xxxxxxxxxxx.xxx>
Subject: Black History Month Poster
Date: February 8, 2021 at 1:46:49 PM EST
To: xxxx@xxxxxxxxxxx.xxx

<image002.png>

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I would like to have it done and hung this week if possible. Please give me a call on my personal cell [REDACTED] with any questions or comments. Thank you in advance. I am recovering from COVID and I'm just getting my strength back so I'm behind.

Mr. Courtney L. Johnson
Department of Public Affairs and Health
Nutley Cultural Inclusion and Diversity Council

<bhm bnr.jpg>

From: xxxx@xxxxxxxxxxx.xxx
To: "Courtney Johnson"
Cc: "John V. Kelly, III"
Subject: RE: Black History Month Poster
Date: Wednesday, February 10, 2021 3:10:18 PM

Banner is all ready for you
Thanks!



William Caputo
Sign Post NJ
973-743-5051
signpostnj.com
xxxxxx@xxxxxxxxxxx.xxx
357 Broad St Rear Unit 4
Bloomfield NJ 07003

From: Courtney Johnson <xxxxxx@xxxxxxxxxxx.xxx>
Sent: Wednesday, February 10, 2021 9:41 AM
To: xxxx@xxxxxxxxxxx.xxx
Cc: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxxxxx.xxx>
Subject: Re: Black History Month Poster

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Subject: Black History Month Poster
Date: February 8, 2021 at 1:46:49 PM EST
To: xxxx@xxxxxxxxxxx.xxx

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Mr. Courtney L. Johnson
Department of Public Affairs and Health
Nutley Cultural Inclusion and Diversity Council

<bhm bnr.jpg>

From: [xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx](#)
To: [xxxxxxxx@xxxxxxxx.xxx](#); [xxxx@xxxxxxxxxxx.xxx](#)
Cc: [xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx](#)
Subject: Re: Black History Month Poster
Date: Wednesday, February 10, 2021 1:49:00 PM

Courtney,

Can the sign say Nutley board of commissioners as well.

----- Original message -----

From: Courtney Johnson <[xxxxxxxx@xxxxxxxxxxx.xxx](#)>
Date: 2/10/21 09:41 (GMT-05:00)
To: [xxxx@xxxxxxxxxxxxxxx.xxx](#)
Cc: "John V. Kelly, III" <[xxxxxxxxxxxxxxxxxxxxxxxx@xxxxxxxxxxx.xxx](#)>
Subject: Re: Black History Month Poster

Thank for your help, the design is good and so is the estimate, please move forward with the project. I am working from home because of Covid so you may call me anytime 973-508-5216.

On Feb 8, 2021, at 4:22 PM, [xxxx@xxxxxxxxxxxxxxx.xxx](#) wrote:

<image003.jpg>

William Caputo
Sign Post NJ
973-743-5051
[signpostnj.com](#)
[xxxxxxxx@xxxxxxxxxxxxxxx.xxx](#)
357 Broad St Rear Unit 4
Bloomfield NJ 07003

From: Courtney Johnson <[xxxxxxxx@xxxxxxxxxxx.xxx](#)>
Sent: Monday, February 8, 2021 3:44 PM
To: [xxxx@xxxxxxxxxxxxxxx.xxx](#)
Subject: Fwd: Black History Month Poster

I put .org instead of .com apologies

Begin forwarded message:

From: courtney johnson <[xxxxxxxx@xxxxxxxxxxx.xxx](#)>

Subject: Black History Month Poster

Date: February 8, 2021 at 1:46:49 PM EST

To: xxxx@xxxxxxxxxxx.xxx

<image002.png>

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Mr. Courtney L. Johnson
Department of Public Affairs and Health
Nutley Cultural Inclusion and Diversity Council

<bhm bnr.jpg>

From: xxxxxxx@xxxxxxxx.xxx
To: xxxx@xxxxxxxxxxx.xxx
Cc: xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx
Subject: Re: Black History Month Poster
Date: Wednesday, February 10, 2021 9:41:07 AM

Thank for your help, the design is good and so is the estimate, please move forward with the project. I am working from home because of Covid so you may call me anytime 973-508-5216.

On Feb 8, 2021, at 4:22 PM, xxxx@xxxxxxxxxxx.xxx wrote:

<image003.jpg>

William Caputo
Sign Post NJ
973-743-5051
signpostnj.com
xxxxxx@xxxxxxxxxxx.xxx
357 Broad St Rear Unit 4
Bloomfield NJ 07003

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Sent: Monday, February 8, 2021 3:44 PM
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Subject: Fwd: Black History Month Poster

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To: xxxx@xxxxxxxxxxx.xxx

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Mr. Courtney L. Johnson
Department of Public Affairs and Health
Nutley Cultural Inclusion and Diversity Council

<bhm bnr.jpg>

From: xxxxxx@xxxxxxxx.xxx
To: xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx; xxxxxxxx@xxxxxxxx.xxx
Subject: Recognizing Black History Month
Date: Monday, February 1, 2021 11:38:23 AM
Attachments: [BlackHistoryMonth_2021.jpg](#)

Do you have anything specific that you would like us to post on our Facebook page and/or Instagram page relating to Black History Month?

I found the attached graphic and was going to use that, unless the Diversity Council came up with their own.

Please advise as to how you would like to proceed.

Thanks

Meredith Blank, CMR | *Registrar of Vital Statistics*

Department of Public Affairs and Health

Township of Nutley, NJ

(973) 284-4951 x2424 Office

(973) 661-9411 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

From: [XXXXXXXXXXXXXXXXXXXX@XXXXXXXX.XXX](#)
To: [XXXXXXXX@XXXXXXXX.XXX](#)
Subject: Re: Updated Statement
Date: Thursday, January 14, 2021 1:09:30 PM

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Original message -----

From: Courtney Johnson <xxxxxxx@xxxxxxx.xxx>

Date: 1/14/21 12:42 (GMT-05:00)

To: "John V. Kelly, III" <xxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx>

Subject: RE: Updated Statement

[REDACTED]

Courtney L. Johnson

Department of Public Affairs

Township of Nutley, NJ

(973) 284-4951 x2425 Office

(973) 661-9411 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

From: John V. Kelly, III

Sent: Wednesday, January 13, 2021 9:48 PM

To: Courtney Johnson <xxxxxxx@xxxxxxx.xxx>

Subject: Updated Statement

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: xxxxxxx@xxxxxxx.xxx
To: xxxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx
Subject: RE: Updated Statement
Date: Thursday, January 14, 2021 12:42:04 PM
Attachments: [Capitol Riot Statement Draft.docx](#)

[REDACTED]

Courtney L. Johnson

Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: John V. Kelly, III
Sent: Wednesday, January 13, 2021 9:48 PM
To: Courtney Johnson <xxxxxxx@xxxxxxx.xxx>
Subject: Updated Statement

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: [xxxxxxx@xxxxxxx.xxx](#)
To: [xxxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx](#)
Subject: Fwd: Nutley Clergy Meeting - Tuesday at 12:30
Date: Monday, January 11, 2021 7:02:04 PM

FYI

From: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>
Date: January 11, 2021 at 6:20:12 PM EST
To: Steve Rogers <xxxxxx@xxx.xxx>
Subject: Fwd: Nutley Clergy Meeting - Tuesday at 12:30

Spread love wherever you go. Let no one come to you without leaving happier. ~
Mother Theresa

Begin forwarded message:

From: "Rev. David LeDuc" <xxxxxx.xxxx@xxxxxxxx.xxx>
Date: January 11, 2021 at 4:38:24 PM EST
To: Father Peter Aquino <xxxxxxxxxxxxxxxxxxxx@xxxxx.xxx>, Katherine Carmichael <xxxxxxxxxxxx@xxxxxxxxxxxxx.xxx>, Pastor Jim Gottshall <xxx@xxxxxxxxxxxxx.xxx>, Rabbi David Greenstein <xxxxxxxxxxxx@xxxxxxx.xxx>, "Rev. Audrey Hasselbrook" <xxxxxxxxxxxx@xxxxxxxx.xxx>, "Rev. Cindy Reynolds" <xxxxxxx@xxxxx.xxx>, "Rev. John Ginty" <xxxxxxxxxx@xxx.xxx>, "Rev. Joseph Ferraro" <xxxxxxxxxxxxxxxx@xxxxxx.xxx>, "Rev. Paciano A. Barbieto" <xxxxxxxxxx@xxxxxxxx.xxx>, "Rev. Ralph Siendo" <xx.xxxxx@xxxxxxxxxxxxx.xxx>, "Rev. Tom Nicastro" <xxxxxxxxxxxx@xxxxxxxxxxxxx.xxx>, "Reverend Jill C. Fenske" <xxxxxxx@xxxxxxx.xxx>, Reverend Pamela Bakal <xxxxxxx@xxxxxxxx.xxx>
Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>
Subject: Nutley Clergy Meeting - Tuesday at 12:30

Nutley Clergy Friends,

Greetings and blessings to all of you in this New Year!

We will be meeting tomorrow (Tuesday) at 12:30 on Zoom. The link and info are below.

Courtney Johnson will be with us. He works in Public Affairs and is leading the Diversity and Inclusion effort. If anything, this effort is more timely

and important than ever.

I hope you will join us!

God bless,

Dave

Rev. David LeDuc
Vincent United Methodist Church
100 Vincent Place
Nutley, NJ 07110
973-667-5440
www.vincenumc.org

David LeDuc is inviting you to a scheduled Zoom meeting.

Topic: Nutley Clergy Fellowship

Time: Jan 12, 2021 12:30 PM Eastern Time (US and Canada)

Join Zoom Meeting

[https://us02web.zoom.us/j/85041774214?
pwd=a3hYZEwwNUk2N3dYVG5nMUN2ZUx1QT09](https://us02web.zoom.us/j/85041774214?pwd=a3hYZEwwNUk2N3dYVG5nMUN2ZUx1QT09)

Meeting ID: 850 4177 4214

Passcode: 100

From: [xxxxxxx@xxxxxxx.xxx](#)
To: [xxxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx](#)
Subject: RE: NCIDC - Slides & Diversity Holidays Calendar
Date: Monday, November 2, 2020 9:47:33 AM

The Resolution is done and submitted. Thank you all for staying on top of these important acknowledgments and celebrations, I ask that you continue to peruse the Diversity Holidays Calendar so that can remain diligent.

All the best,
Courtney

Courtney Johnson
Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: John V. Kelly, III
Sent: Friday, October 30, 2020 12:00 PM
To: Courtney Johnson <[xxxxxxx@xxxxxxx.xxx](#)>; Meredith Blank <mblank@nutleynj.org>
Subject: Fwd: NCIDC - Slides & Diversity Holidays Calendar

Can one of you do a resolution for native American heritage month for next Thursdays meeting?

----- Original message -----

From: Patrick Koslecki <[xxxxxxxxxxxxxxxxxxxx@xxxxxx>.xxx](#)
Date: 10/29/20 18:50 (GMT-05:00)
To: catherine pezo <[xxxxxxx@xxxxxx.xx>](#)
Cc: Janice Fraser <[xxxxxxxxxxxxxxxx@xxxxxx.x>](#); [xxxxxxx@xxxxxx.xxx](#)
[xxxxxxxxxxxxxxxxxxxx@xxxxxx.xx](#); [xxxxxxxxxx.xxxxx@xxxxxx](#); [xxxxxxxxxx@xxxxxx.xxx](#)
[xxxxxxxxxx@xxxxxx.xxx](#); [xxxxxxxxxxxxxxxx@xxxxxx.xx](#); [xxxxxxxxxxxxxxxxxxxx@xxxxxx.xxx](#)
[xxxxxxxxxx@xxxxxx.xxx](#); [xxxxxxxxxx@xxxxxx.xxx](#); [xxxxxxxxxxxxxxxx@xxxxxx.xx](#)
[xxxxxxxxxxxxxxxx@xxxxxx.xxx](#); [xxxxxxxxxx@xxxxxx.xxx](#); [xxxxxxxxxxxxxxxx@xxxxxx.xx](#)
[xxxxxxxxxxxxxxxx@xxxxxx.xxx](#); [xxxxxxxxxx@xxxxxx.xxx](#); [xxxxxxxxxxxxxxxx@xxxxxx.xx](#)
[xxxxxxxxxxxxxxxx@xxxxxx.xxx](#); "John V. Kelly, III" <[xxxxxxxxxxxxxxxxxxxx@xxxxxx>.xxx](#)>; Courtney Johnson <[xxxxxxxxxx@xxxxxxxxxx.xxx](#)>
Subject: Re: NCIDC - Slides & Diversity Holidays Calendar

Great question, Catherine!

I absolutely second this.

Especially in a time where black, Hispanic, and indigenous peoples aren't only facing systemic structures, but also the worst of the pandemic, we must stand in allyship!

I have a good friend who is of the Shoshone Tribe and a Director at IllumiNatives. I wonder if she would be willing to spend 30 minutes with us during a November meeting ?

PK

On Oct 29, 2020, at 6:22 PM, catherine pezo <xxxxxxx@xxxxx.xx> wrote:

(Adding Commissioner Kelly and Courtney Johnson)

On Thu, Oct 29, 2020 at 6:20 PM catherine pezo <xxxxxxx@xxxxx.xx> wrote:

Hi All,

I wanted to inquire about Native American Heritage Month since it is in November. How is the town planning to celebrate Native American Heritage, and specifically honor the Lenape land we live on?

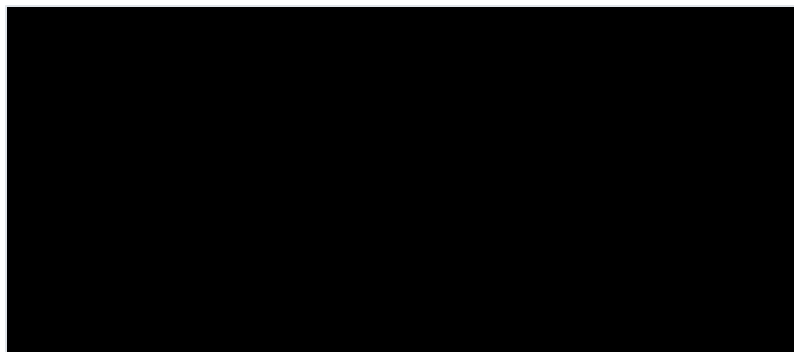
Best,
Catherine Pezo

On Tue, Oct 27, 2020 at 1:25 PM Janice Fraser <xxxxxxxxxxxxxx@xxxxx.x> wrote:

Hi all! We would love you input about what Diversity Holidays you would like to see NCIDC highlight in 2021. Please look at this link <https://www.diversitybestpractices.com/diversity-holidays> and fill out the Google form. Thanks!

Janice

[Diversity Calendar Suggestions](#)





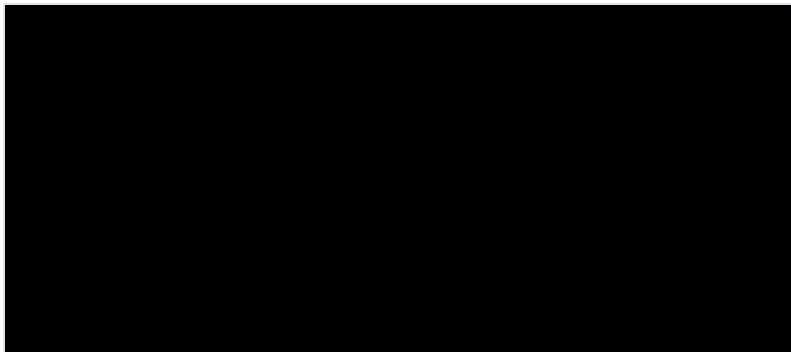
Diversity Calendar Suggestions

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On Friday, October 16, 2020, 12:46:56 PM EDT, Janice Fraser
<xxxxxxxxxxxx@xxxxx.xxx> wrote:

Hi all! Great meeting last night. Thanks so much for your insightful presentation, Christine! Attached are the slides for the group.

Here is the link to the Diversity Holidays that Courtney mentioned: [2020 Diversity Holidays](#)



2020 Diversity Holidays

2020 calendar

Have a great weekend!

Janice

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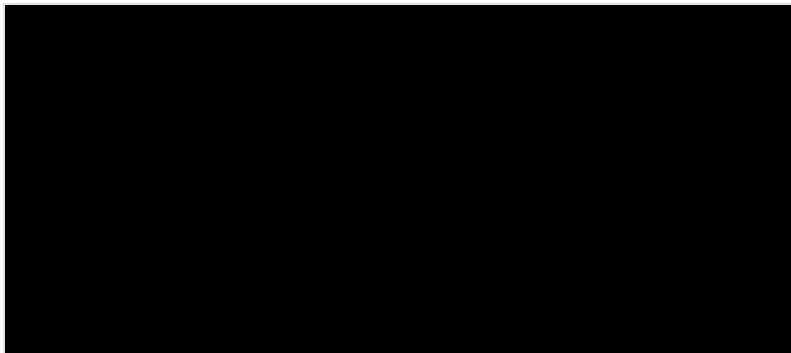
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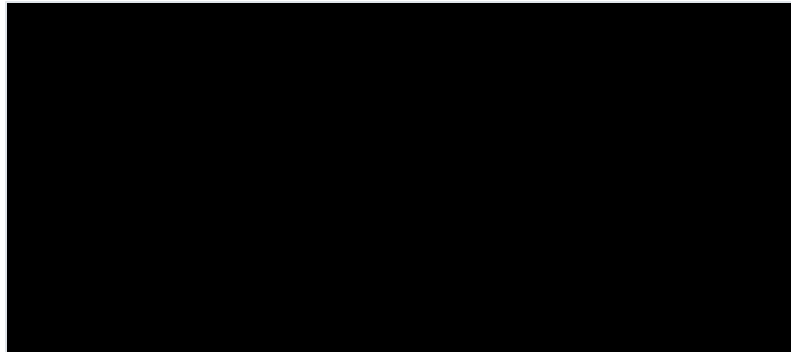
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2020 Diversity Holidays

2020 calendar

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Janice

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To: [xxxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx](#)
Subject: RE: NCIDC - Slides & Diversity Holidays Calendar
Date: Monday, November 2, 2020 8:13:13 AM

I will get the Reso done this morning.

Courtney Johnson

Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

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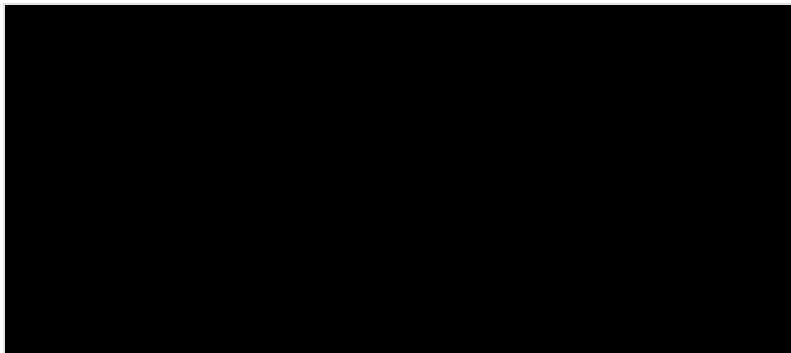
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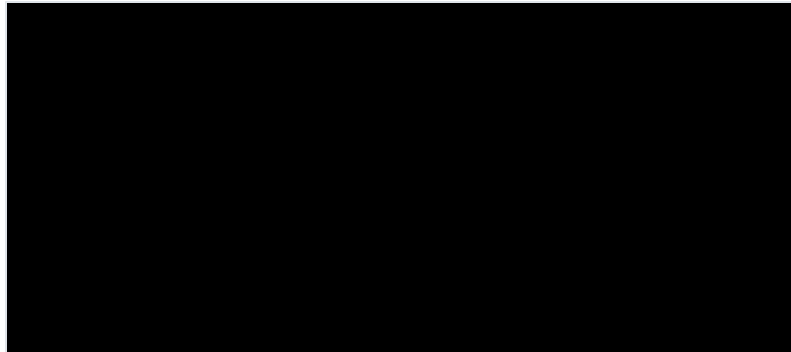
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To: catherine pezo <xxxxxx@xxxxxx.xxx>
Cc: Janice Fraser <xxxxxxxxxxxxxxxxxxxx@xxxxxx.xxx>, xxxxxxx@xxxxxx.xxx, xxxxxxxxxxxxxxxxxxxxxxx@xxxxxx.xxx, xxxxxxxx@xxxxxx.xxx, jcfenske@optimum.net, xxxxxxxxxxx@xxxxxx.xxx, xxxxxxxxxxxxxxx@xxxxxx.xxx, xxxxxxxxxxxxxxxxxxxxxxx@xxxxxx.xxm, xxxxxxxxxxxxxxx@xxxxxx.xxx, xxxxxxxx@xxxxxx.xxx, xxxxxxxxxxxxxxx@xxxxxx.xxx, xxxxxxxxxxxxxxx@xxxxxx.xxx, xxxxxxxx@xxxxxxxxxxxxxx.xxx, christine.akissi@gmail.com, xxxxxxxx@xxxxxx.xxx, "John V. Kelly, III" <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>, Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>
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Great question, Catherine!

I absolutely second this.

Especially in a time where black, Hispanic, and indigenous peoples aren't only facing systemic structures, but also the worst of the pandemic, we must stand in allyship!

I have a good friend who is of the Shoshone Tribe and a Director st IllumiNatives. I wonder if she would be willing to spend 30 minutes with us during a November meeting ?

PK

On Oct 29, 2020, at 6:22 PM, catherine pezo <xxxxxx@xxxxxx.xxx> wrote:

(Adding Commissioner Kelly and Courtney Johnson)

On Thu, Oct 29, 2020 at 6:20 PM catherine pezo <[xxxxxx@xxxxxx.xx](#)> wrote:

Hi All,

I wanted to inquire about Native American Heritage Month since it is in November. How is the town planning to celebrate Native American Heritage, and specifically honor the Lenape land we live on?

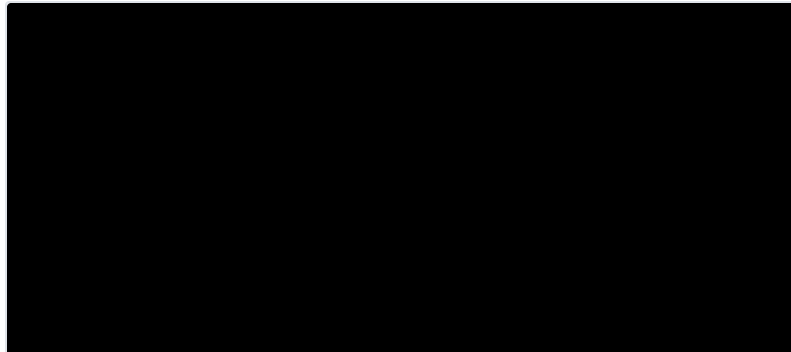
Best,
Catherine Pezo

On Tue, Oct 27, 2020 at 1:25 PM Janice Fraser <xxxxxxxxxxxxx@xxxxx.xxx> wrote:

Hi all! We would love you input about what Diversity Holidays you would like to see NCIDC highlight in 2021. Please look at this link <https://www.diversitybestpractices.com/diversity-holidays> and fill out the Google form. Thanks!

Janice

[Diversity Calendar Suggestions](#)



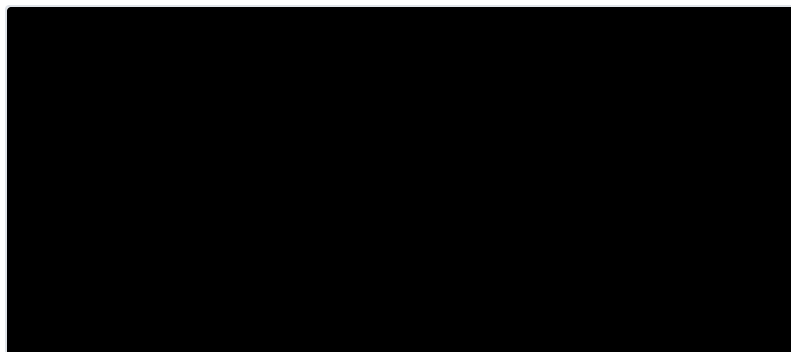
Diversity Calendar Suggestions

Hi all! Take a look at this link and please make suggestions for holidays you would like to see NCIDC highlight ...

On Friday, October 16, 2020, 12:46:56 PM EDT, Janice Fraser <xxxxxxxxxxxxx@xxxxx.xxx> wrote:

Hi all! Great meeting last night. Thanks so much for your insightful presentation, Christine! Attached are the slides for the group.

Here is the link to the Diversity Holidays that Courtney mentioned: [2020 Diversity Holidays](#)



2020 Diversity Holidays

2020 calendar

Have a great weekend!

Janice



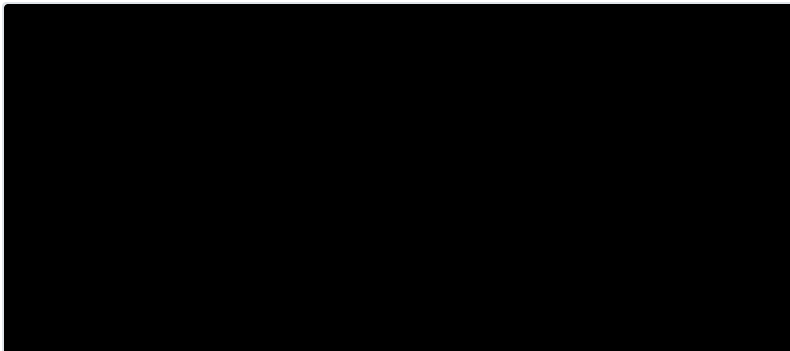
Diversity Calendar Suggestions

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<xxxxxxxxxxxxx@xxxxx.xxx> wrote:

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2020 Diversity Holidays

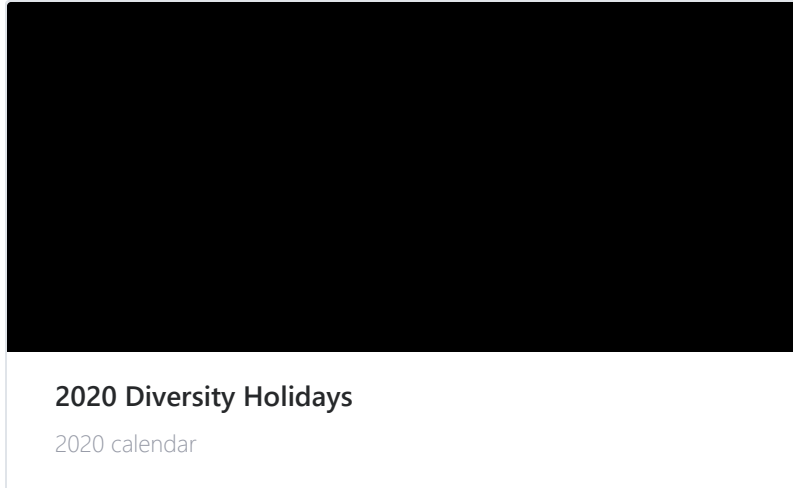
2020 calendar

Have a great weekend!

Janice

Hi all! Great meeting last night. Thanks so much for your insightful presentation, Christine! Attached are the slides for the group.

Here is the link to the Diversity Holidays that Courtney mentioned: [2020 Diversity Holidays](#)



Have a great weekend!

Janice

From: xxxxxxxx@xxxxxxxxxxx
To: xxxxxxxxxxxxxxxxxxxx@xxxxxxxxxxx
Subject: Re: OPRA Request No. 518-20
Date: Friday, October 16, 2020 2:46:17 PM

On Oct 16, 2020, at 12:50 PM, Courtney Johnson <xxxxxxxx@xxxxxxxxxxx> wrote:

I will get it done ASAP

Spread love wherever you go. Let no one come to you without leaving happier. ~ Mother Theresa

On Oct 16, 2020, at 10:42 AM, John V. Kelly, III <commissionerkelly@nutley.nj.org> wrote:

Can you provide a current list to them.

Sent via the Samsung Galaxy S9+, an AT&T 5G Evolution capable smartphone

----- Original message -----

From: "Justin A. Marchetta" <xxxxxxxxxx@xxxx.xxx>
Date: 10/16/20 08:58 (GMT-05:00)
To: "John V. Kelly, III" <xxxxxxxxxxxxxxxxxxxx@xxxxxxxxxxx>
Cc: Alan Genitempo <xxxxxxxxxx@xxxxxxxxxxxxxxxxxxx>, Eleni Pettas <epettas@nutley.nj.org>, Ceci Tramontana <xxxxxxxxxx@xxxxxxxxxxx>, "Thomas J. Evans"
<xxxxxxxxxxxxxxxxxxxx@xxxxxxxxxxx>
Subject: FW: OPRA Request No. 518-20

Commissioner,

Thank you,

Justin A. Marchetta
Attorney at Law | View my Bio
Admitted in NJ, NY, TX & DC

INGLESINO, WEBSTER, WYCISKALA & TAYLOR, LLC
600 PARSIPPANY ROAD, SUITE 204
PARSIPPANY, NEW JERSEY 07054
T (973) 947-7136 | F (973) 887-2700 | C [REDACTED]
[xxxxxxxxxx@xxxx.xxhttps://linkprotection.cudasvc.com/url?u=https%3a%2f%2fwww.iwyt.law&c=E.1.ScSpaKVIFp6HtXeV1mEhp-7H7rOz5IsM9HpyQAvRYX5HIqQEa96hvwqyLupcEnmXleI.y4oY74C9zAH5xwsucQa53JaTi4DSb7G3q5xsCSDi-Y.&typo=1](https://linkprotection.cudasvc.com/url?u=https%3a%2f%2fwww.iwyt.law&c=E.1.ScSpaKVIFp6HtXeV1mEhp-7H7rOz5IsM9HpyQAvRYX5HIqQEa96hvwqyLupcEnmXleI.y4oY74C9zAH5xwsucQa53JaTi4DSb7G3q5xsCSDi-Y.&typo=1)

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-----Original Message-----

From: Rory Moore [<mailto:xxxxxxxxxxxxxxxxxxxxxxxxxxxx@xxxxxxxxxxxxxxxxxxx3xxx>]
Sent: Thursday, October 15, 2020 10:32 PM
To: Ceci Tramontana <xxxxxxxxxx@xxxxxxxxxxx>
Subject: Re: OPRA Request No. 518-20

Dear Ceci Tramontana,

"The definition of insanity is doing the same thing over and over again and expecting different results." Albert Einstein.

Thank you for proving Albert Einstein correct. I have attached the requisite portions of the New Jersey State Meetings Act and OPRA.

Ms. Tramontana, please, seek legal counsel before proceeding. I will file a complaint with the DCA against you. I will file against you as there are legal ramifications for violating an Open Public Meeting Act. (sic) attached.

I acquiesce. The Office of the Nutley Registered Municipal Clerk has a deliberate and systematic approach to harass me after my surgery.

I fail to understand the intentional action to use your office with ever so incidental trivialities to intentionally inflict harassment.

OPMA is succinct on the issue of the diversity committee. I will mediate this request, with impunity, with the intent to ascertain the diversity committee meeting link.

The office of Nutley registered Municipal Clerk has harassed me for the last time. The State v Moore S-2020-000036 will devastate the Township of Nutley.

Please, seek competent legal counsel prior to responding.

1. H. Are there sanctions for noncompliance?

2. For a first offense of the open meetings law, a violator is fined \$100. For any subsequent offenses the violator can be fined between \$100 and \$500. N.J.S.A. 10:4-17. By objecting to a closed meeting and stating the reasons for believing the meeting should be open, an official may be exempt from fines. N.J.S.A. 10:4-17. A court may void any action taken at an improperly closed meeting. N.J.S.A. 10:4-15(a).

I have attached, for your viewing edification, the following, RULES ADOPTED BY THE COMMITTEES OF THE HOUSE OF REPRESENTATIVES OF THE UNITED STATES 116th Congress 2019-2020 RULE III.—OPEN MEETINGS AND HEARINGS; BROADCASTING (a) Open Meetings and Hearings.—Each meeting for the transaction of business, including the markup of legislation, and each hearing by the Committee or a Subcommittee shall be open to the public unless closed in accordance with clause 2(g) of House Rule XI. (b) Broadcasting and Photography.—

Whenever a Committee or Subcommittee meeting for the transaction of business, including the markup of legislation, or a hearing is open to the public, the Committee shall: (1) to the maximum extent practicable provide audio and video coverage of each hearing or meeting for the transaction of business in a manner that allows the public to easily listen to and view the proceedings and shall maintain the recordings of such coverage in a manner that is easily accessible to the public; and VerDate Sep 11 2014 22:21 Jul 09, 2019 Jkt 036537 PO 00000 Frm 00011 Fmt 6601 Sfmt 6601 E:\HR\OC\A537.XXX A537 khammond on DSKBBV9HB2PROD with GALLEYS. HROC 6 (2) make each hearing or meeting for the transaction of business open to coverage by television, radio, and still photography in accordance with clause 4 of House Rule XI. When such audio and visual coverage is conducted in the Committee or Subcommittee, written notice to that effect shall be provided to each Member. The Chairman of the Committee or Subcommittee shall not limit the number of television or still cameras permitted in a hearing or meeting room to fewer than two representatives from each medium (except for legitimate space or safety considerations, in which case pool coverage shall be authorized). (c) Closed Meetings—Attendee

I acquiesce this is Federal and may confuse you. Inglesino's para legal may assist you, alas, she may charge the Township for consultant fees. Let us try this, much simpler.

New Jersey
Open Government Guide
Compare
Author
Thomas J. Cafferty, Esq.
Nomi I. Lowy Esq.
Lauren James-Weir, Esq.
Charlotte Howells, Esq.
Gibbons P.C.
One Gateway Center
Newark, New Jersey 07102
(973) 596-4863
9. Appointed as well as elected bodies
The requirements of OPMA apply to every public body, whether elected or appointed, which performs a public governmental function or spends public funds.

D. What constitutes a meeting subject to the law In order to constitute a meeting subject to the provisions of OPMA, there must be a "gathering," either in person or by means of communications equipment, which is open to all members of the public body and which is held with the intent to discuss or act on specific public business. N.J.S.A. 10:4-8b. Typical partisan caucus meetings and chance encounters of members of public bodies are not intended to be covered by OPMA. Introductory Statement, Assembly No. 1030, L.1975, c.231. A meeting does not include any such gathering (1) attended by less than an effective majority of the members of a public body, or (2) attended by or open to all the members of three or more similar public bodies at a convention or similar gathering. N.J.S.A. 10:4-8b.

3. Electronic meetings
Any "gathering" by means of electronic equipment which is open to all members of the public body is subject to the provisions of OPMA if conducted with the intent to discuss public business. https://linkproct.cudasvc.com/url?u=https%3a%2f%2fwvw.rfp.org%2fopen-government-guide%2fnew-jersey%2f&c=L1.qrxeMp_dtl6lAuN0yZSHbWJ2X9egSrMujLJnnOqB67on7zscDLFZUYEQ5Mg8eB2krSaU0ZaV8hNvln29_Zs7ZJGirAvojLbg-TmtWkC&typo=1

1. What kinds of records are covered?
All "government records" shall be subject to access unless specifically exempt from such access. "Government record" or "record" means any paper, written or printed book, document, drawing, map, plan, photograph, microfilm, data processed or image processed document, information stored or maintained electronically or by sound-recording or in a similar device, or any copy thereof, that has been made, maintained or kept on file in the course of his or its official business by any officer, commission, agency or authority of the State or of any political subdivision thereof, including subordinate boards thereof, or that has been received in the course of his or its official business by any such officer, commission, agency, or authority of the State or of any political subdivision thereof, including subordinate boards thereof. (See N.J.S.A. 47:1A-1.1).

5. Electronic records (e.g., databases, metadata) a. Can the requester choose a format for receiving records?
A custodian shall permit access to a government record and provide a copy thereof in the medium requested if the public agency maintains the record in that medium. If the public agency does not maintain the record in the medium requested, the custodian shall either convert the record to the medium requested or provide a copy in some other meaningful medium. (See N.J.S.A. 47:1A-5(d)). I want the bills in excel.
c. Does the existence of information in electronic format affect its openness?
No. The definition of a "government record" includes material stored or maintained electronically. (See N.J.S.A. 47:1A-1.1).

d. Online dissemination
N.J.S.A. 47:1A-5(d) provides:
3. A custodian shall permit access to a government record and provide a copy thereof in the medium requested if the public agency maintains the record in that medium. If the public agency does not maintain the record in the medium requested, the custodian shall either convert the record to the medium requested or provide a copy in some other meaningful medium. If a request is for a record: (1) in a medium not routinely used by the agency; (2) not routinely developed or maintained by an agency; or (3) requiring a substantial amount of manipulation or programming of information technology, the agency may charge, in addition to the actual cost of duplication, a special charge that shall be reasonable and shall be based on the cost for any extensive use of information technology, or for the labor cost of personnel providing the service, that is actually incurred by the agency or attributable to the agency for the programming, clerical, and supervisory assistance required, or both.

4. Open Meetings

5. I. Statute - basic application

6. A. Who may attend?

7. Any member of the public has the right to be present at all meetings of public bodies. N.J.S.A. 10:4-7.

8. B. What governments are subject to the law?

9. The provisions of the Open Public Meetings Act ("OPMA") to all levels of government in New Jersey — state, county and local or municipal. N.J.S.A. 10:4-7.

10. a. What officials are covered?

11. OPMA applies only to a "public body" — "a commission, authority, board, council, committee or any group of two or more persons organized under the laws of this State and collectively empowered as a voting body to perform a public governmental function . . . or collectively authorized to spend public funds." N.J.S.A. 10:4-8a. Therefore the activities of an executive such as the Governor or a mayor are not covered by the law.

12. 2. Nature of business subject to the law

13. Any meeting of a public body held with the intent to discuss or act on any matter related either directly or indirectly to the performance of the public body's function or the conduct of its business is covered by OPMA. N.J.S.A. 10:4-8b. Since the law applies to both discussions and actions by a public body, information-gathering and fact-finding sessions and all deliberations toward a decision must be open to the public and subject to the other requirements of OPMA. See *Allan-Deane Corp. v. Bedminster Twp.*, 153 N.J. Super. 114, 379 A.2d 265 (App. Div. 1977); *South Harrison Township Committee v. Board of Chosen Freeholders*, 210 N.J. Super. 370, 510 A.2d 42 (App. Div. 1986).

14. Compare

15. a. "Information gathering" and "fact-finding" sessions

16. Since the law applies to both discussions and actions by a public body, information-gathering and fact-finding sessions must be open to the public and subject to the other requirements of OPMA. See *Allan-Deane Corp. v. Bedminster Twp.*, 153 N.J. Super. 114, 379 A.2d 265 (App. Div. 1977); *South Harrison Township Committee v. Board of Chosen Freeholders*, 210 N.J. Super. 370, 510 A.2d 42 (App. Div. 1986).

17. Compare

18. 3. Electronic meetings

19. Any "gathering" by means of electronic equipment which is open to all members of the public body is subject to the provisions of OPMA if conducted with the intent to discuss public business.

20. Compare

21. a. Conference calls and video/Internet conferencing

22. See (a). Any "gathering" by means of electronic equipment which is open to all members of the public body is subject to the provisions of OPMA if conducted with the intent to discuss public business.

23. Compare

24. b. E-mail

25. Any "gathering" by means of electronic equipment which is open to all members of the public body is subject to the provisions of OPMA if conducted with the intent to discuss public business.

26. Compare

27. c. Text messages

28. Any "gathering" by means of electronic equipment which is open to all members of the public body is subject to the provisions of OPMA if conducted with the intent to discuss public business.

29. Compare

30. d. Instant messaging

31. Any "gathering" by means of electronic equipment which is open to all members of the public body is subject to the provisions of OPMA if conducted with the intent to discuss public business.

32. Compare

33. e. Social media and online discussion boards

34. Any "gathering" by means of electronic equipment which is open to all members of the public body is subject to the provisions of OPMA if conducted with the intent to discuss public business.

35. See (a).

36. Compare

37. E. Categories of meetings subject to the law

38. Compare

39. 1. Regular meetings

40. Compare

41. a. Definition

42. Those meetings listed in the schedule of regular meetings adopted by the public body at its annual reorganization meeting or, if no reorganization meeting is held, then by January 10 of each year.

43. Compare

44. b. Notice

45. A schedule of regular public meetings must be adopted by each public body within seven days following its annual reorganization meeting or, if no reorganization meeting is held, then by January 10 of each year. If the schedule of regular meetings is thereafter revised, notice of the revisions must be given within seven days following such revision. N.J.S.A. 10:4-18.

46. The annual schedule of regular meetings must be mailed to at least two newspapers circulated within the area of jurisdiction of the public body, including one newspaper which is to be designated as the "official newspaper" of the public body. (Note that the schedule need not be published by the newspapers; it must only be mailed to them.) N.J.S.A. 10:4-18; 10:4-8d; see *Township of Bernards v. State Dept. of Community Affairs*, 233 N.J. Super. 1, 558 A.2d 1 (App. Div.), cert. den. 118 N.J. 194, 195, 570 A.2d 959 (1989). The schedule must also be filed with: (i) the clerk of the municipality, for municipal public bodies; or (ii) the clerk of the county, for county-wide public bodies; or (iii) the Secretary of State, for state-wide public bodies. N.J.S.A. 10:4-8d. Additionally, the schedule must be mailed to any person who has requested it in writing and prepaid the fee established by the public body for such service. Requests for the schedule of regular meetings and notice of special meetings must be renewed annually. N.J.S.A. 10:4-19.

47. The annual schedule of regular meetings and any revisions must be prominently posted in at least one public place reserved for such announcements. N.J.S.A. 10:4-8. The place of posting is usually adopted by resolution of the public body, and generally is a bulletin board located in or near the public building where the meetings are held.

48. The annual schedule of regular meetings need not include the proposed agenda for each meeting. See *N.J.S.A. 10:4-18*. Consequently, there is no requirement that a public body give notice of the proposed agenda for each regularly scheduled meeting. See *Crifasi v. Governing Body of Oakland*, 156 N.J. Super. 182, 383 A.2d 736 (App. Div. 1978). However, most public bodies do post the agenda for each regularly scheduled meeting shortly after it is prepared. The agenda is usually posted in the same location as the annual schedule of regular meetings. When the agenda of a regular meeting is posted, the public body is not limited to discussion or action on that agenda; it may take up items not on the agenda unless the omission was intentional and was designed to deceive the public. See *Crifasi v. Governing Body of Oakland*, supra.

49. The annual schedule of regular meetings must contain the date and time of each meeting and its location "to the extent known." N.J.S.A. 10:4-18.

50. Where adequate notice of a regular public meeting has not been given, any person may: (i) seek injunctive relief in Superior Court to prevent the meeting from being held, N.J.S.A. 10:4-16; or (ii) bring an action in Superior Court within 45 days after the meeting to void any action taken, N.J.S.A. 10:4-15. Additionally, on complaint of the Attorney General or the County Prosecutor, any person who knowingly violates any provision of OPMA shall be fined \$100 for the first offense and \$500 for any subsequent offense. N.J.S.A. 10:4-17.

51. Compare

52. c. Minutes

53. A public body is required to keep "reasonably comprehensible" (sic) minutes of all meetings showing the time and place, the members present, the subject considered, the actions taken, and the vote of each member. N.J.S.A. 10:4-14. The minutes need not reveal why the action was or was not taken, only what took place and what final action was taken. *Liebeskind v. Mayor and Council of Bayonne*, 265 N.J. Super. 389, 627 A.2d 677 (App. Div. 1993). The minutes must also contain a statement specifying the time, place and manner in which public notice of the meetings was given. N.J.S.A. 10:4-10a. See *AQN Ass'n v. Florence Twp.*, 248 N.J. Super. 597, 591 A.2d 995 (App. Div. 1991).

54. The minutes of all public meetings, including portions of any meeting from which the public was properly excluded, are public records under the Open Public Records Act. See *South Jersey Publishing Co. v. New Jersey Expressway Authority*, 124 N.J. 461, 591 A.2d 921 (1991). Promptly available has been held to mean two weeks or before the next meeting of the public body, whichever is earlier. See *Matawan Reg. Teachers Ass'n v. Matawan-Aberdeen Reg. Bd. of Educ.*, 212 N.J. Super. 322, 514 A.2d 1361 (Law Div. 1986).

55. Compare

56. 2. Special or emergency meetings

57. Compare

58. a. Definition

59. A special meeting is any meeting not listed on the annual schedule of regular meetings for which written advance notice of at least 48 hours can be given. N.J.S.A. 10:4-8d; 10:4-9b(4). An emergency meeting is one that, upon the affirmative vote of three-quarters of the members present, is determined to be necessary in order to deal with a matter of such urgency and importance that delay for the purpose of providing adequate notice would be likely to result in substantial harm to the public interest. N.J.S.A. 10:4-9b(1).

60. Compare
61. b. Notice requirements
62. At least 48 hours advance notice must be given for any special meeting. N.J.S.A. 10:4-8d. Notice of an emergency meeting must be provided "as soon as possible following the calling of such meeting." N.J.S.A. 10:4-9b(3).
63. Notice of a special meeting must be "mailed, telephoned, telegraphed or hand delivered" to two newspapers at least 48 hours prior to the start of the meeting. N.J.S.A. 10:4-8d. Note that the newspaper need not publish the notice. However, one of the newspapers to which notice is sent must have a publication schedule which would permit publication prior to the meeting. See Worts v. Mayor and Council of Upper Township, 176 N.J. Super. 78, 442 A.2d 112 (Ch. Div. 1980). Notice of a special meeting must also be filed with the clerk who received the annual schedule, N.J.S.A. 10:4-8d, and mailed at least 48 hours in advance to any person who has filed a request for the annual schedule. N.J.S.A. 10:4-19. Notice of an emergency meeting must be telephoned, telegraphed or delivered to the two newspapers which received the annual schedule. N.J.S.A. 10:4-9b(3).
64. Notices of special and emergency meetings must be posted in the same location as the annual schedule. N.J.S.A. 10:4-8d and 10:4-9b(3).
65. The notices of both special and emergency meetings must include the agenda "to the extent known." N.J.S.A. 10:4-8d and 10:4-9a. Note that an emergency meeting is limited to "discussion of and acting with respect to such matters of urgency and importance" as gave rise to the need to call the emergency meeting. N.J.S.A. 10:4-9b(2).
66. Notices of special and emergency meetings must also include the time, date and location of the meeting and whether formal action may or may not be taken. N.J.S.A. 10:4-8d and 10:4-9a.
67. The penalties and remedies for failure to give adequate notice of a special meeting are the same as those for a regular meeting, i.e., injunctive relief, voiding of action taken, and fines. N.J.S.A. 10:4-15, 16 and 17. Where no valid emergency exists, or where there is not even an attempt to comply with the notice requirements for an emergency meeting, the same penalties may be imposed. See Dunn v. Mayor and Council and Clerk of Laurel Springs, 163 N.J. Super. 32, 394 A.2d 145 (App. Div. 1978).
68. Compare
69. c. Minutes
70. The information required in the minutes of a special or emergency meeting is the same as that for regular meetings, and the minutes must be "promptly" available to the public. N.J.S.A. 10:4-14. In addition, the minutes of an emergency meeting must state the nature of the urgency and importance and the substantial harm to the public interest likely to result from a delay in holding the meeting. N.J.S.A. 10:4-10b.
71. Pursuant to the Open Public Records Act, minutes are public records.
72. Compare
73. 3. Closed meetings or executive sessions
74. Compare
75. a. Definition
76. A public body in New Jersey is permitted to go into closed session and exclude the public from attendance only when "discussing" nine specific subject matter areas. See N.J.S.A. 10:4-12b. These will be treated in detail in Section II below. Note that a closed session is limited to discussions; one case has held that a public body can debate an issue in closed session, but cannot act on it. Houman v. Pompton Lakes, 155 N.J. Super. 129, 382 A.2d 413 (Law Div. 1977).
77. Compare
78. b. Notice requirements
79. In order to go into closed session, a public body must adopt a resolution at a public meeting for which public notice pursuant to N.J.S.A. 10:4-18 has been given. N.J.S.A. 10:4-13.
80. Once the resolution to go into closed session is adopted at a public meeting, no further notice of the closed session is required. N.J.S.A. 10:4-13; see Atty. Gen. Formal Op. 1976, No. 29. However, where the closed session is to discuss termination or disciplining of personnel, actual notice of the session must be given to the affected employees so they can decide if they desire a public meeting. See Rice v. Union Cnty. Regional Bd. of Educ., 155 N.J. Super. 64, 382 A.2d 386 (App. Div. 1977); see also Kean Fed'n of Teachers v. Morrell, 233 N.J. Super. 566, 586, 187 A.3d 153, 165 (N.J. 2018).
81. Notice for the public meeting at which the resolution to enter into executive session has been adopted must be posted pursuant to N.J.S.A. 10:4-8.
82. The resolution to go into closed session must (i) state the "general nature" of the subject matter to be discussed in the closed session, and (ii) state "as precisely as possible" the time when and the circumstances under which the discussion conducted in closed session can be disclosed to the public. N.J.S.A. 10:4-13. In an unpublished decision, Paff v. Monroe Township Board of Education, 2007 WL 191984 (Law Div.), the Court indicated that a Resolution restating the provisions of the law allowing a closed session is not in compliance with the statute.
83. The penalties and remedies for improperly resolving to go into closed session are the same as those for other violations, i.e., injunctive relief, voiding of the action taken, and fines. See N.J.S.A. 10:4-15, 16 and 17.
84. Compare
85. c. Minutes
86. A public body is required to keep minutes of a closed session to the same extent as a public session. N.J.S.A. 10:4-14.
87. The minutes, including tape recordings, of a closed session may be public records under the Open Public Record Act or the common law. N.J.S.A. 10:4-14. See Payton v. N.J. Turnpike Authority, 148 N.J. 524, 691 A.2d 321 (1997); South Jersey Pub. Co. v. N.J. Expressway Authority, 124 N.J. 461, 591 A.2d 921 (1991); Atlantic City Convention Authority v. South Jersey Pub. Co., 135 N.J. 53, 637 A.2d 1261 (1994).
88. Compare
89. d. Requirement to meet in public before closing meeting
90. To go into a closed session, a public body must first adopt a resolution at a public meeting (regular, special or emergency) for which public notice has been given in accordance with the OPMA.
91. Compare
92. e. Requirement to state statutory authority for closing meetings before closure
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110. For a first offense of the open meetings law, a violator is fined \$100. For any subsequent offenses the violator can be fined between \$100 and \$500. N.J.S.A. 10:4-17. By objecting to a closed meeting and stating the reasons for believing the meeting should be open, an official may be exempt from fines. N.J.S.A. 10:4-17. A court may void any action taken at an improperly closed meeting. N.J.S.A. 10:4-15(a).
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112. II. Exemptions and other legal limitations
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117. There are nine specific subject matter exceptions to the requirement that all meetings be open to the public. N.J.S.A. 10:4-12b(1) to (9). These exceptions are to be strictly construed in order that the broad public policy underlying OPMA is realized. Woodcock v. Calabrese, 148 N.J. Super. 526, 372 A.2d 1178 (Dist. Ct. 1977). See N.J.S.A. 10:4-7.
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119. Compare
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121. See N.J.S.A. 10:4-12b. The public may be excluded from discussion of:
122. (i) any matter which, by express provision of federal or state statute or rule of court is rendered confidential;
123. (ii) any matter in which the release of information would impair the right to receive federal funds;
124. (iii) any matter the disclosure of which would constitute an unwarranted invasion of privacy, including records, reports, recommendations, data, or other personal material pertaining to a specific individual admitted to or served by a training, educational, social service, medical, health, custodial, child protection, rehabilitation, legal defense, welfare, housing, relocation, insurance, or similar program or institution operated by a public body, unless the individual concerned shall request in writing that the same be disclosed publicly;
125. (iv) any collective bargaining agreement, or the terms and conditions proposed for inclusion in a collective bargaining agreement, including the negotiation with employees or representatives of employees;
126. (v) any matter involving the purchase, lease or acquisition of real property with public funds, or the setting of banking rates or the investment of public funds, where the discussion could adversely affect the public interest;
127. (vi) any tactics or techniques to be used in protecting the safety and property of the public, where disclosure could impair such protection and any investigations of possible violations of the law;
128. (vii) any pending or anticipated litigation or contract negotiation in which the public body is or may be a party, or any matters falling within the attorney-client privilege;
129. (viii) any matter involving employment, appointment, termination of employment, evaluation of performance, or promotion or disciplining of any current or prospective public employee or appointee, unless all the individual employees or appointees whose rights could be adversely affected request in writing that such discussion take place at a public meeting. Note that this exception does not apply where the public body is appointing a person to fill the unexpired term of an elected official. See Gannett v. Board of Education of Manville, 201 N.J. Super. 65,492 A.2d 703 (Law Div. 1984);
130. (ix) any deliberations of a public body occurring after a public hearing that may result in the imposition of a specific civil penalty upon the responding party or the suspension or loss of a license or permit belonging to the responding party as a result of an act or omission for which the responding party bears responsibility. Note that this last exception applies only to the deliberations of a public body following a public hearing. However, where a state statute requires that the entire hearing be held in private, it takes precedence over this exception. See Cringle v. Maywood Board of Education 164 N.J. Super. 595,397 A.2d 400 (Law Div. 1979). It is also important to note that the closed session is limited to discussion; any action by the public body must be taken in a duly noticed public meeting. See N.J.S.A. 10:4-12b and Houman v. Pompton Lakes, 155 N.J. Super. 129,382 A.2d 413 (Law Div. 1977).
131. Compare
132. B. Any other statutory requirements for closed or open meetings
133. Compare
134. C. Court mandated opening, closing

If you find this service useful as an OPRA custodian, please ask your web manager to link to us from your organisation's website.

D. What constitutes a meeting subject to the law In order to constitute a meeting subject to the provisions of OPMIA, there must be a "gathering," either in person or by means of communications equipment, which is open to all members of the public body and which is held with the intent to discuss or act on specific public business. N.J.S.A. 10:4-8b. Typical partisan caucus meetings and chance encounters of members of public bodies are not intended to be covered by OPMIA. Introductory Statement, Assembly No. 1030, L.1975, c.231. A meeting does not include any such gathering (1) attended by less than an

effective majority of the members of a public body, or (2) attended by or open to all the members of three or more similar public bodies at a convention or similar gathering. N.J.S.A. 10:4-8b.

3. Electronic meetings

Any "gathering" by means of electronic equipment which is open to all members of the public body is subject to the provisions of OPMA if conducted with the intent to discuss public business.

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1. What kinds of records are covered?

All "government records" shall be subject to access unless specifically exempt from such access. "Government record" or "record" means any paper, written or printed book, document, drawing, map, plan, photograph, microfilm, data processed or image processed document, information stored or maintained electronically or by sound-recording or in a similar device, or any copy thereof, that has been made, maintained or kept on file in the course of his or its official business by any officer, commission, agency or authority of the State or of any political subdivision thereof, including subordinate boards thereof, or that has been received in the course of his or its official business by any such officer, commission, agency, or authority of the State or of any political subdivision thereof, including subordinate boards thereof.

(See N.J.S.A. 47:1A-1.1).

5. Electronic records (e.g., databases, metadata) a. Can the requester choose a format for receiving records?

A custodian shall permit access to a government record and provide a copy thereof in the medium requested if the public agency maintains the record in that medium. If the public agency does not maintain the record in the medium requested, the custodian shall either convert the record to the medium requested or provide a copy in some other meaningful medium. (See N.J.S.A. 47:1A-5(d)).

I want the bills in excel.

c. Does the existence of information in electronic format affect its openness?

No. The definition of a "government record" includes material stored or maintained electronically. (See N.J.S.A. 47:1A-1.1).

d. Online dissemination

N.J.S.A. 47:1A-5(d) provides:

3. A custodian shall permit access to a government record and provide a copy thereof in the medium requested if the public agency maintains the record in that medium. If the public agency does not maintain the record in the medium requested, the custodian shall either convert the record to the medium requested or provide a copy in some other meaningful medium. If a request is for a record: (1) in a medium not routinely used by the agency; (2) not routinely developed or maintained by an agency; or (3) requiring a substantial amount of manipulation or programming of information technology, the agency may charge, in addition to the actual cost of duplication, a special charge that shall be reasonable and shall be based on the cost for any extensive use of information technology, or for the labor cost of personnel providing the service, that is actually incurred by the agency or attributable to the agency for the programming, clerical, and supervisory assistance required, or both.

4. Open Meetings

5. I. Statute - basic application

6. A. Who may attend?

7. Any member of the public has the right to be present at all meetings of public bodies. N.J.S.A. 10:4-7.

8. B. What governments are subject to the law?

9. The provisions of the Open Public Meetings Act ("OPMA") to all levels of government in New Jersey — state, county and local or municipal. N.J.S.A. 10:4-7.

10. a. What officials are covered?

11. OPMA applies only to a "public body" — "a commission, authority, board, council, committee or any group of two or more persons organized under the laws of this State and collectively empowered as a voting body to perform a public governmental function . . . or collectively authorized to spend public funds." N.J.S.A. 10:4-8a. Therefore the activities of an executive such as the Governor or a mayor are not covered by the law.

12. 2. Nature of business subject to the law

13. Any meeting of a public body held with the intent to discuss or act on any matter related either directly or indirectly to the performance of the public body's function or the conduct of its business is covered by OPMA, N.J.S.A. 10:4-8b. Since the law applies to both discussions and actions by a public body, information-gathering and fact-finding sessions and all deliberations toward a decision must be open to the public and subject to the other requirements of OPMA. See *Allan-Deane Corp. v. Bedminster Twp.*, 153 N.J. Super. 114, 379 A.2d 265 (App. Div. 1977); *South Harrison Township Committee v. Board of Chosen Freeholders*, 210 N.J. Super. 370, 510 A.2d 42 (App. Div. 1986).

14. Compare

15. a. "Information gathering" and "fact-finding" sessions

16. Since the law applies to both discussions and actions by a public body, information-gathering and fact-finding sessions must be open to the public and subject to the other requirements of OPMA. See *Allan-Deane Corp. v. Bedminster Twp.*, 153 N.J. Super. 114, 379 A.2d 265 (App. Div. 1977); *South Harrison Township Committee v. Board of Chosen Freeholders*, 210 N.J. Super. 370, 510 A.2d 42 (App. Div. 1986).

17. Compare

18. 3. Electronic meetings

19. Any "gathering" by means of electronic equipment which is open to all members of the public body is subject to the provisions of OPMA if conducted with the intent to discuss public business.

20. Compare

21. a. Conference calls and video/Internet conferencing

22. See (a). Any "gathering" by means of electronic equipment which is open to all members of the public body is subject to the provisions of OPMA if conducted with the intent to discuss public business.

23. Compare

24. b. E-mail

25. Any "gathering" by means of electronic equipment which is open to all members of the public body is subject to the provisions of OPMA if conducted with the intent to discuss public business.

26. Compare

27. c. Text messages

28. Any "gathering" by means of electronic equipment which is open to all members of the public body is subject to the provisions of OPMA if conducted with the intent to discuss public business.

29. Compare

30. d. Instant messaging

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32. Compare

33. e. Social media and online discussion boards

34. Any "gathering" by means of electronic equipment which is open to all members of the public body is subject to the provisions of OPMA if conducted with the intent to discuss public business.

35. See (a).

36. Compare

37. E. Categories of meetings subject to the law

38. Compare

39. 1. Regular meetings

40. Compare

41. a. Definition

42. Those meetings listed in the schedule of regular meetings adopted by the public body at its annual reorganization meeting or, if no reorganization meeting is held, then by January 10 of each year.

43. Compare

44. b. Notice

45. A schedule of regular public meetings must be adopted by each public body within seven days following its annual reorganization meeting or, if no reorganization meeting is held, then by January 10 of each year. If the schedule of regular meetings is thereafter revised, notice of the revisions must be given within seven days following such revision. N.J.S.A. 10:4-18.

46. The annual schedule of regular meetings must be mailed to at least two newspapers circulated within the area of jurisdiction of the public body, including one newspaper which is to be designated as the "official newspaper" of the public body. (Note that the schedule need not be published by the newspapers; it must only be mailed to them.) N.J.S.A. 10:4-18; 10:4-8d; see *Township of Bernards v. State Dept. of Community Affairs*, 233 N.J. Super. 1, 558 A.2d 1 (App. Div.), cert. den. 118 N.J. 194, 195, 570 A.2d 959 (1989). The schedule must also be filed with: (i) the clerk of the municipality, for municipal public bodies; or (ii) the clerk of the county, for county-wide public bodies; or (iii) the Secretary of State, for state-wide public bodies. N.J.S.A. 10:4-8d. Additionally, the schedule must be mailed to any person who has requested it in writing and prepaid the fee established by the public body for such service. Requests for the schedule of regular meetings and notice of special meetings must be renewed annually. N.J.S.A. 10:4-19.

47. The annual schedule of regular meetings and any revisions must be prominently posted in at least one public place reserved for such announcements. N.J.S.A. 10:4-8. The place of posting is usually adopted by resolution of the public body, and generally is a bulletin board located in or near the public building where the meetings are held.

48. The annual schedule of regular meetings need not include the proposed agenda for each meeting. See N.J.S.A. 10:4-18. Consequently, there is no requirement that a public body give notice of the proposed agenda for each regularly scheduled meeting. See *Crifasi v. Governing Body of Oakland*, 156 N.J. Super. 182, 383 A.2d 736 (App. Div. 1978). However, most public bodies do post the agenda for each regularly scheduled meeting shortly after it is prepared. The agenda is usually posted in the same location as the annual schedule of regular meetings. When the agenda of a regular meeting is posted, the public body is not limited to discussion or action on that agenda; it may take up items not on the agenda unless the omission was intentional and was designed to deceive the public. See *Crifasi v. Governing Body of Oakland*, supra.

49. The annual schedule of regular meetings must contain the date and time of each meeting and its location "to the extent known." N.J.S.A. 10:4-18.

50. Where adequate notice of a regular public meeting has not been given, any person may: (i) seek injunctive relief in Superior Court to prevent the meeting from being held, N.J.S.A. 10:4-16; or (ii) bring an action in Superior Court within 45 days after the meeting to void any action taken, N.J.S.A. 10:4-15. Additionally, on complaint of the Attorney General or the County Prosecutor, any person who knowingly violates any provision of OPMA shall be fined \$100 for the first offense and \$500 for any subsequent offense. N.J.S.A. 10:4-17.

51. Compare

52. c. Minutes

53. A public body is required to keep "reasonably comprehensible" (sic) minutes of all meetings showing the time and place, the members present, the subject considered, the actions taken, and the vote of each member. N.J.S.A. 10:4-14. The minutes need not reveal why the action was or was not taken, only what took place and what final action was taken. *Liebeskind v. Mayor and Council of Bayonne*, 265 N.J. Super. 389, 627 A.2d 677 (App. Div. 1993). The minutes must also contain a statement specifying the time, place and manner in which public notice of the meetings was given. N.J.S.A. 10:4-10a. See *AQN Ass'n v. Florence Twp.*, 248 N.J. Super. 597, 591 A.2d 995 (App. Div. 1991).

54. The minutes of all public meetings, including portions of any meeting from which the public was properly excluded, are public records under the Open Public Records Act. See *South Jersey Publishing Co. v. New Jersey Expressway Authority*, 124 N.J. 461, 591 A.2d 921 (1991). Promptly available has been held to mean two weeks or before the next meeting of the public body, whichever is earlier. See *Matawan Reg. Teachers Ass'n v. Matawan-Aberdeen Reg. Bd. of Educ.*, 212 N.J. Super. 322, 514 A.2d 1361 (Law Div. 1986).

55. Compare

56. 2. Special or emergency meetings

57. Compare

58. a. Definition

59. A special meeting is any meeting not listed on the annual schedule of regular meetings for which written advance notice of at least 48 hours can be given. N.J.S.A. 10:4-8d; 10:4-9b(4). An emergency meeting is one that, upon the affirmative vote of three-quarters of the members present, is determined to be necessary in order to deal with a matter of such urgency and importance that delay for the purpose of providing adequate notice would be likely to result in substantial harm to the public interest. N.J.S.A. 10:4-9b(1).

60. Compare

61. b. Notice requirements

62. At least 48 hours advance notice must be given for any special meeting. N.J.S.A. 10:4-8d. Notice of an emergency meeting must be provided "as soon as possible following the calling of such

meeting," N.J.S.A. 10:4-9b(3).

63. Notice of a special meeting must be "mailed, telephoned, telegraphed or hand delivered" to two newspapers at least 48 hours prior to the start of the meeting. N.J.S.A. 10:4-8d. Note that the newspaper need not publish the notice. However, one of the newspapers to which notice is sent must have a publication schedule which would permit publication prior to the meeting. See *Worts v. Mayor and Council of Upper Township*, 176 N.J. Super. 78, 442 A.2d 112 (Ch. Div. 1980). Notice of a special meeting must also be filed with the clerk who received the annual schedule, N.J.S.A. 10:4-8d, and mailed at least 48 hours in advance to any person who has filed a request for the annual schedule. N.J.S.A. 10:4-19. Notice of an emergency meeting must be telephoned, telegraphed or delivered to the two newspapers which received the annual schedule. N.J.S.A. 10:4-9b(3).

64. Notices of special and emergency meetings must be posted in the same location as the annual schedule. N.J.S.A. 10:4-8d and 10:4-9b(3).

65. The notices of both special and emergency meetings must include the agenda "to the extent known." N.J.S.A. 10:4-8d and 10:4-9a. Note that an emergency meeting is limited to "discussion of and acting with respect to such matters of urgency and importance" as gave rise to the need to call the emergency meeting. N.J.S.A. 10:4-9b(2).

66. Notices of special and emergency meetings must also include the time, date and location of the meeting and whether formal action may or may not be taken. N.J.S.A. 10:4-8d and 10:4-9a.

67. The penalties and remedies for failure to give adequate notice of a special meeting are the same as those for a regular meeting, i.e., injunctive relief, voiding of action taken, and fines. N.J.S.A. 10:4-15, 16 and 17. Where no valid emergency exists, or where there is not even an attempt to comply with the notice requirements for an emergency meeting, the same penalties may be imposed. See *Dunn v. Mayor and Council and Clerk of Laurel Springs*, 163 N.J. Super. 32, 394 A.2d 145 (App. Div. 1978).

68. Compare

69. c. Minutes

70. The information required in the minutes of a special or emergency meeting is the same as that for regular meetings, and the minutes must be "promptly" available to the public. N.J.S.A. 10:4-14. In addition, the minutes of an emergency meeting must state the nature of the urgency and importance and the substantial harm to the public interest likely to result from a delay in holding the meeting. N.J.S.A. 10:4-10b.

71. Pursuant to the Open Public Records Act, minutes are public records.

72. Compare

73. 3. Closed meetings or executive sessions

74. Compare

75. a. Definition

76. A public body in New Jersey is permitted to go into closed session and exclude the public from attendance only when "discussing" nine specific subject matter areas. See N.J.S.A. 10:4-12b. These will be treated in detail in Section II below. Note that a closed session is limited to discussions; one case has held that a public body can debate an issue in closed session, but cannot act on it. *Houman v. Pompton Lakes*, 155 N.J. Super. 129, 382 A.2d 413 (Law Div. 1977).

77. Compare

78. b. Notice requirements

79. In order to go into closed session, a public body must adopt a resolution at a public meeting for which public notice pursuant to N.J.S.A. 10:4-18 has been given. N.J.S.A. 10:4-13.

80. Once the resolution to go into closed session is adopted at a public meeting, no further notice of the closed session is required. N.J.S.A. 10:4-13; see *Atty. Gen. Formal Op. 1976, No. 29*. However, where the closed session is to discuss termination or disciplining of personnel, actual notice of the session must be given to the affected employees so they can decide if they desire a public meeting. See *Rice v. Union Cnty. Regional Bd. of Educ.*, 155 N.J. Super. 64, 382 A.2d 386 (App. Div. 1977); see also *Keane Fed'n of Teachers v. Morrell*, 233 N.J. 566, 586, 187 A.3d 153, 165 (N.J. 2018).

81. Notice for the public meeting at which the resolution to enter into executive session has been adopted must be posted pursuant to N.J.S.A. 10:4-8.

82. The resolution to go into closed session must (i) state the "general nature" of the subject matter to be discussed in the closed session, and (ii) state "as precisely as possible" the time when and the circumstances under which the discussion conducted in closed session can be disclosed to the public. N.J.S.A. 10:4-13. In an unpublished decision, *Paff v. Monroe Township Board of Education*, 2007 WL 191984 (Law Div.), the Court indicated that a Resolution restating the provisions of the law allowing a closed session is not in compliance with the statute.

83. The penalties and remedies for improperly resolving to go into closed session are the same as those for other violations, i.e., injunctive relief, voiding of the action taken, and fines. See N.J.S.A. 10:4-15, 16 and 17.

84. Compare

85. c. Minutes

86. A public body is required to keep minutes of a closed session to the same extent as a public session. N.J.S.A. 10:4-14.

87. The minutes, including tape recordings, of a closed session may be public records under the Open Public Record Act or the common law. N.J.S.A. 10:4-14. See *Payton v. N.J. Turnpike Authority*, 148 N.J. 524, 691 A.2d 321 (1997); *South Jersey Pub. Co. v. N.J. Expressway Authority*, 124 N.J. 461, 591 A.2d 921 (1991); *Atlantic City Convention Authority v. South Jersey Pub. Co.*, 135 N.J. 53, 637 A.2d 1261 (1994).

88. Compare

89. d. Requirement to meet in public before closing meeting

90. To go into a closed session, a public body must first adopt a resolution at a public meeting (regular, special or emergency) for which public notice has been given in accordance with the OPMA.

91. Compare

92. e. Requirement to state statutory authority for closing meetings before closure

93. A resolution to go into closed session which merely "parrots" the statutory language is insufficient. The resolution should contain as much information as is consistent with full public knowledge without doing harm to the public interest that supports the closure. *Council of New Jersey State College Locals v. Trenton State*, 284 N.J. Super. 108, 663 A.2d 664 (Law Div. 1995). See *Houman v. Mayor of Pompton Lakes*, 155 N.J. Super. 129, 149-50, 382 A.2d 413 (Law Div. 1977) and *McGovern v. Rutgers*, 2011 N.J. Super. Lexis 32 (App. Div., 2011).

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99. While OPMA is silent on the issue of sound and photographic recording of public meetings, the courts have held that such a right is inherent in the law. Both sound and photographic recordings are therefore permitted subject to reasonable regulations, which generally should follow the New Jersey Supreme Court Guidelines for still and television camera and audio coverage of proceedings in the courts of New Jersey. See *Maurice River Board of Education v. Maurice River Teachers Ass'n*, 187 N.J. Super. 566, 455 A.2d 563 (Law Div. 1982), *aff'd* 193 N.J. Super. 488, 475 A.2d 59 (App. Div. 1984). The Supreme Court Guidelines permit (i) no more than two videotape cameras; (ii) no more than two still photographers; (iii) no more than one audio system for radio broadcasts; and (iv) no artificial lighting. The guidelines also require the media to obtain permission in advance and to position themselves in the areas designated. Movement of personnel and equipment is allowed only before or after the meeting or during recesses.

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107. The accessibility of such documents and records is governed by the Open Public Records Act.

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110. For a first offense of the open meetings law, a violator is fined \$100. For any subsequent offenses the violator can be fined between \$100 and \$500. N.J.S.A. 10:4-17. By objecting to a closed meeting and stating the reasons for believing the meeting should be open, an official may be exempt from fines. N.J.S.A. 10:4-17. A court may void any action taken at an improperly closed meeting. N.J.S.A. 10:4-15(a).

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117. There are nine specific subject matter exceptions to the requirement that all meetings be open to the public. N.J.S.A. 10:4-12b(1) to (9). These exceptions are to be strictly construed in order that the broad public policy underlying OPMA is realized. *Woodcock v. Calabrese*, 148 N.J. Super. 526, 372 A.2d 1178 (Dist. Ct. 1977). See N.J.S.A. 10:4-7.

118. A closed session to discuss any of the excepted subjects is discretionary. Closure is permitted only after adoption of a resolution setting forth (i) the "general nature" of the subject to be discussed; and (ii) the time when and the circumstances under which the discussion conducted in closed session can be disclosed to the public. N.J.S.A. 10:4-12b and 10:4-13.

119. Compare

120. 2. Description of each exemption

121. See N.J.S.A. 10:4-12b. The public may be excluded from discussion of:

122. (i) any matter which, by express provision of federal or state statute or rule of court is rendered confidential;

123. (ii) any matter in which the release of information would impair the right to receive federal funds;

124. (iii) any matter the disclosure of which would constitute an unwarranted invasion of privacy, including records, reports, recommendations, data, or other personal material pertaining to a specific individual admitted to or served by a training, educational, social service, medical, health, custodial, child protection, rehabilitation, legal defense, welfare, housing, relocation, insurance, or similar program or institution operated by a public body, unless the individual concerned shall request in writing that the same be disclosed publicly;

125. (iv) any collective bargaining agreement, or the terms and conditions proposed for inclusion in a collective bargaining agreement, including the negotiation with employees or representatives of employees;

126. (v) any matter involving the purchase, lease or acquisition of real property with public funds, or the setting of banking rates or the investment of public funds, where the discussion could adversely affect the public interest;

127. (vi) any tactics or techniques to be used in protecting the safety and property of the public, where disclosure could impair such protection and any investigations of possible violations of the law;

128. (vii) any pending or anticipated litigation or contract negotiation in which the public body is or may be a party, or any matters falling within the attorney-client privilege;

129. (viii) any matter involving employment, appointment, termination of employment, evaluation of performance of, promotion or disciplining of any current or prospective public employee or appointee, unless all the individual employees or appointees whose rights could be adversely affected request in writing that such discussion take place at a public meeting. Note that this exception does not apply where the public body is appointing a person to fill the unexpired term of an elected official. See *Gannett v. Board of Education of Manville*, 201 N.J. Super. 65,492 A.2d 703 (Law Div. 1984);

130. (ix) any deliberations of a public body occurring after a public hearing that may result in the imposition of a specific civil penalty upon the responding party or the suspension or loss of a license or permit belonging to the responding party as a result of an act or omission for which the responding party bears responsibility. Note that this last exception applies only to the deliberations of a public body following a public hearing. However, where a state statute requires that the entire hearing be held in private, it takes precedence over this exception. See *Cringle v. Maywood Board of Education* 164 N.J. Super. 595,397 A.2d 400 (Law Div. 1979). It is also important to note that the closed session is limited to discussion; any action by the public body must be taken in a duly noticed public meeting. See N.J.S.A. 10:4-12b and *Houman v. Pompton Lakes*, 155 N.J. Super. 129,382 A.2d 413 (Law Div. 1977).

131. Compare

132. B. Any other statutory requirements for closed or open meetings

133. Compare

134. C. Court mandated opening, closing

Yours sincerely, Rory

If you find this service useful as an OPRA custodian, please ask your web manager to link to us from your organisation's website.

From: [REDACTED]
To: [REDACTED]
Subject: Fwd: OPRA Request No. 518-20
Date: Friday, October 16, 2020 10:42:51 AM

Can you provide a current list to them.

Sent via the Samsung Galaxy S9+, an AT&T 5G Evolution capable smartphone

----- Original message -----

From: "Justin A. Marchetta" <[REDACTED]>
Date: 10/16/20 08:58 (GMT-05:00)
To: "John V. Kelly, III" <[REDACTED]>
Cc: Alan Genitempo <[REDACTED]>, Eleni Pettas <epettas@nutleynj.org>, Ceci Tramontana <[REDACTED]>, "Thomas J. Evans" <[REDACTED]>
Subject: FW: OPRA Request No. 518-20

Commissioner,

Thank you,

Justin A. Marchetta
Attorney at Law | View my Bio
Admitted in NJ, NY, TX & DC

INGLESINO, WEBSTER, WYCISKALA & TAYLOR, LLC
600 PARSIPPANY ROAD, SUITE 204
PARSIPPANY, NEW JERSEY 07054
T (973) 947-7136 F (973) 887-2700 C [REDACTED]

<https://linkprotect.cudasvc.com?url=https%3a%2f%2fwww.iwrt.law&c=E.I.ScSpaKVIFp6HtxeV1mEhp-7U7Oz5IsM9HpQAvRYX5HQEa96bhyqylLupcEnmXiel.y4oY74C9zAII5xwsucQa53JaTt4DSh7G3q5xsCSDi-Y,&typo=1>

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-----Original Message-----

From: Rory Moore [mailto:[REDACTED]]
Sent: Thursday, October 15, 2020 10:32 PM
To: Ceci Tramontana <[REDACTED]>
Subject: Re: OPRA Request No. 518-20

Dear Ceci Tramontana,

"The definition of insanity is doing the same thing over and over again and expecting different results." Albert Einstein.

Thank you for proving Albert Einstein correct. I have attached the requisite portions of the New Jersey State Meetings Act and OPRA.

Ms. Tramontana, please, seek legal counsel before proceeding. I will file a complaint with the DCA against you. I will file against you as there are legal ramifications for violating an Open Public Meeting Act. (sic) attached.

I acquiesce, The Office of the Nutley Registered Municipal Clerk has a deliberate and systematic approach to harass me after my surgery.

I fail to understand the intentional action to use your office with ever so incidental trivialities to intentionally inflict harassment.

OPMA is succinct on the issue of the diversity committee. I will mediate this request, with impunity, with the intent to ascertain the diversity committee meeting link.

The office of Nutley registered Municipal Clerk has harassed me for the last time. The State v Moore S-2020-000036 will devastate the Township of Nutley.

Please, seek competent legal counsel prior to responding.

1. H. Are there sanctions for noncompliance?
2. For a first offense of the open meetings law, a violator is fined \$100. For any subsequent offenses the violator can be fined between \$100 and \$500. N.J.S.A. 10:4-17. By objecting to a closed meeting and stating the reasons for believing the meeting should be open, an official may be exempt from fines. N.J.S.A. 10:4-17. A court may void any action taken at an improperly closed meeting. N.J.S.A. 10:4-15(a). I have attached, for your viewing edification, the following, RULES ADOPTED BY THE COMMITTEES OF THE HOUSE OF REPRESENTATIVES OF THE UNITED STATES 116th Congress 2019–2020 RULE III.—OPEN MEETINGS AND HEARINGS; BROADCASTING (a) Open Meetings and Hearings.—Each meeting for the transaction of business, including the markup of legislation, and each hearing by the Committee or a Subcommittee shall be open to the public unless closed in accordance with clause 2(g) of House Rule XI. (b) Broadcasting and Photography.—Whenever a Committee or Subcommittee meeting for the transaction of business, including the markup of legislation, or a hearing is open to the public, the Committee shall: (1) to the maximum extent practicable provide audio and video coverage of each hearing or meeting for the transaction of business in a manner that allows the public to easily listen to and view the proceedings and shall maintain the recordings of such coverage in a manner that is easily accessible to the public; and VerDate Sep 11 2014 22:21 Jul 09, 2019 Jkt 036537 PO 00000 Frm 00011 Fmt 6601 E:HR/OCA537.XXX A537 khammond on DSKBBV9HB2PROD with GALLEYS_HROC 6 (2) make each hearing or meeting for the transaction of business open to coverage by television, radio, and still photography in accordance with clause 4 of House Rule XI. When such audio and visual coverage is conducted in the Committee or Subcommittee, written notice to that effect shall be provided to each Member. The Chairman of the Committee or Subcommittee shall not limit the number of television or still cameras permitted in a hearing or meeting room to fewer than two representatives from each medium (except for legitimate space or safety considerations, in which case pool coverage shall be authorized). (c) Closed Meetings—Attendee

I acquiesce this is Federal and may confuse you. Inglesino's para legal may assist you, alas, she may charge the Township for consultant fees. Let us try this, much simpler.

New Jersey
Open Government Guide
Compare
Author
Thomas J. Cafferty, Esq.
Nomi I. Lowy Esq.
Lauren James-Weir, Esq.
Charlotte Howells, Esq.
Gibbons P.C.
One Gateway Center
Newark, New Jersey 07102
(973) 596-4863
9. Appointed as well as elected bodies

The requirements of OPMA apply to every public body, whether elected or appointed, which performs a public governmental function or spends public funds.

D. What constitutes a meeting subject to the law In order to constitute a meeting subject to the provisions of OPMA, there must be a "gathering," either in person or by means of communications equipment, which is open to all members of the public body and which is held with the intent to discuss or act on specific public business. N.J.S.A. 10:4-8b. Typical partisan caucus meetings and chance encounters of members of public bodies are not intended to be covered by OPMA. Introductory Statement, Assembly No. 1030, L.1975, c.231. A meeting does not include any such gathering (1) attended by less than an effective majority of the members of a public body, or (2) attended by or open to all the members of three or more similar public bodies at a convention or similar gathering. N.J.S.A. 10:4-8b.

3. Electronic meetings

Any "gathering" by means of electronic equipment which is open to all members of the public body is subject to the provisions of OPMA if conducted with the intent to discuss public business.

https://linkprotect.cudasvc.com?url=https%3a%2f%2fwww.rcfp.org%2fopen-government-guide%2fnew-jersey%2f&c=E.I.qrxMp_dJ6IPauNQyzSHbWJ2X9egSrMujLJnnOgB67ou7zscDLFZUYEQ5Mg8eB2krSaU0ZaV8hNvlnZ9_Zs7ZJGirAvojlLbg-TmtWkC&typo=1

1. What kinds of records are covered?

All "government records" shall be subject to access unless specifically exempt from such access. "Government record" or "record" means any paper, written or printed book, document, drawing, map, plan, photograph, microfilm, data processed or image processed document, information stored or maintained electronically or by sound-recording or in a similar device, or any copy thereof, that has been made,

maintained or kept on file in the course of his or its official business by any officer, commission, agency or authority of the State or of any political subdivision thereof, including subordinate boards thereof, or that has been received in the course of his or its official business by any such officer, commission, agency, or authority of the State or of any political subdivision thereof, including subordinate boards thereof. (See N.J.S.A. 47:1A-1.1).

5. Electronic records (e.g., databases, metadata) a. Can the requester choose a format for receiving records?

A custodian shall permit access to a government record and provide a copy thereof in the medium requested if the public agency maintains the record in that medium. If the public agency does not maintain the record in the medium requested, the custodian shall either convert the record to the medium requested or provide a copy in some other meaningful medium. (See N.J.S.A. 47:1A-5(d)).

I want the bills in excel.

c. Does the existence of information in electronic format affect its openness?

No. The definition of a "government record" includes material stored or maintained electronically. (See N.J.S.A. 47:1A-1.1).

d. Online dissemination

N.J.S.A. 47:1A-5(d) provides:

3. A custodian shall permit access to a government record and provide a copy thereof in the medium requested if the public agency maintains the record in that medium. If the public agency does not maintain the record in the medium requested, the custodian shall either convert the record to the medium requested or provide a copy in some other meaningful medium. If a request is for a record: (1) in a medium not routinely used by the agency; (2) not routinely developed or maintained by an agency; or (3) requiring a substantial amount of manipulation or programming of information technology, the agency may charge, in addition to the actual cost of duplication, a special charge that shall be reasonable and shall be based on the cost for any extensive use of information technology, or for the labor cost of personnel providing the service, that is actually incurred by the agency or attributable to the agency for the programming, clerical, and supervisory assistance required, or both.

4. Open Meetings

5. I. Statute - basic application

6. A. Who may attend?

7. Any member of the public has the right to be present at all meetings of public bodies. N.J.S.A. 10:4-7.

8. B. What governments are subject to the law?

9. The provisions of the Open Public Meetings Act ("OPMA") to all levels of government in New Jersey — state, county and local or municipal. N.J.S.A. 10:4-7.

10. a. What officials are covered?

11. OPMA applies only to a "public body" — "a commission, authority, board, council, committee or any group of two or more persons organized under the laws of this State and collectively empowered as a voting body to perform a public governmental function . . . or collectively authorized to spend public funds." N.J.S.A. 10:4-8a. Therefore the activities of an executive such as the Governor or a mayor are not covered by the law.

12. 2. Nature of business subject to the law

13. Any meeting of a public body held with the intent to discuss or act on any matter related either directly or indirectly to the performance of the public body's function or the conduct of its business is covered by OPMA. N.J.S.A. 10:4-8b. Since the law applies to both discussions and actions by a public body, information-gathering and fact-finding sessions and all deliberations toward a decision must be open to the public and subject to the other requirements of OPMA. See *Allan-Deane Corp. v. Bedminster Twp.*, 153 N.J. Super. 114, 379 A.2d 265 (App. Div. 1977); *South Harrison Township Committee v. Board of Chosen Freeholders*, 210 N.J. Super. 370, 510 A.2d 42 (App. Div. 1986).

14. Compare

15. a. "Information gathering" and "fact-finding" sessions

16. Since the law applies to both discussions and actions by a public body, information-gathering and fact-finding sessions must be open to the public and subject to the other requirements of OPMA. See *Allan-Deane Corp. v. Bedminster Twp.*, 153 N.J. Super. 114, 379 A.2d 265 (App. Div. 1977); *South Harrison Township Committee v. Board of Chosen Freeholders*, 210 N.J. Super. 370, 510 A.2d 42 (App. Div. 1986).

17. Compare

18. 3. Electronic meetings

19. Any "gathering" by means of electronic equipment which is open to all members of the public body is subject to the provisions of OPMA if conducted with the intent to discuss public business.

20. Compare

21. a. Conference calls and video/Internet conferencing

22. See (a). Any "gathering" by means of electronic equipment which is open to all members of the public body is subject to the provisions of OPMA if conducted with the intent to discuss public business.

23. Compare

24. b. E-mail

25. Any "gathering" by means of electronic equipment which is open to all members of the public body is subject to the provisions of OPMA if conducted with the intent to discuss public business.

26. Compare

27. c. Text messages

28. Any "gathering" by means of electronic equipment which is open to all members of the public body is subject to the provisions of OPMA if conducted with the intent to discuss public business.

29. Compare

30. d. Instant messaging

31. Any "gathering" by means of electronic equipment which is open to all members of the public body is subject to the provisions of OPMA if conducted with the intent to discuss public business.

32. Compare

33. e. Social media and online discussion boards

34. Any "gathering" by means of electronic equipment which is open to all members of the public body is subject to the provisions of OPMA if conducted with the intent to discuss public business.

35. See (a).

36. Compare

37. E. Categories of meetings subject to the law

38. Compare

39. 1. Regular meetings

40. Compare

41. a. Definition

42. Those meetings listed in the schedule of regular meetings adopted by the public body at its annual reorganization meeting or, if no reorganization meeting is held, then by January 10 of each year.

43. Compare

44. b. Notice

45. A schedule of regular public meetings must be adopted by each public body within seven days following its annual reorganization meeting or, if no reorganization meeting is held, then by January 10 of each year. If the schedule of regular meetings is thereafter revised, notice of the revisions must be given within seven days following such revision. N.J.S.A. 10:4-18.

46. The annual schedule of regular meetings must be mailed to at least two newspapers circulated within the area of jurisdiction of the public body, including one newspaper which is to be designated as the "official newspaper" of the public body. (Note that the schedule need not be published by the newspapers; it must only be mailed to them.) N.J.S.A. 10:4-18; 10:4-8d; see *Township of Bernards v. State Dept. of Community Affairs*, 233 N.J. Super. 1, 558 A.2d 1 (App. Div.), cert. den. 118 N.J. 194, 195, 570 A.2d 959 (1989). The schedule must also be filed with: (i) the clerk of the municipality, for municipal public bodies; or (ii) the clerk of the county, for county-wide public bodies; or (iii) the Secretary of State, for state-wide public bodies. N.J.S.A. 10:4-8d. Additionally, the schedule must be mailed to any person who has requested it in writing and prepaid the fee established by the public body for such service. Requests for the schedule of regular meetings and notice of special meetings must be renewed annually. N.J.S.A. 10:4-19.

47. The annual schedule of regular meetings and any revisions must be prominently posted in at least one public place reserved for such announcements. N.J.S.A. 10:4-8. The place of posting is usually adopted by resolution of the public body, and generally is a bulletin board located in or near the public building where the meetings are held.

48. The annual schedule of regular meetings need not include the proposed agenda for each meeting. See N.J.S.A. 10:4-18. Consequently, there is no requirement that a public body give notice of the proposed agenda for each regularly scheduled meeting. See *Crifasi v. Governing Body of Oakland*, 156 N.J. Super. 182, 383 A.2d 736 (App. Div. 1978). However, most public bodies do post the agenda for each regularly scheduled meeting shortly after it is prepared. The agenda is usually posted in the same location as the annual schedule of regular meetings. When the agenda of a regular meeting is posted, the public body is not limited to discussion or action on that agenda; it may take up items not on the agenda unless the omission was intentional and was designed to deceive the public. See *Crifasi v. Governing Body of Oakland*, supra.

49. The annual schedule of regular meetings must contain the date and time of each meeting and its location "to the extent known." N.J.S.A. 10:4-18.

50. Where adequate notice of a regular public meeting has not been given, any person may: (i) seek injunctive relief in Superior Court to prevent the meeting from being held, N.J.S.A. 10:4-16; or (ii) bring an action in Superior Court within 45 days after the meeting to void any action taken, N.J.S.A. 10:4-15. Additionally, on complaint of the Attorney General or the County Prosecutor, any person who knowingly violates any provision of OPMA shall be fined \$100 for the first offense and \$500 for any subsequent offense. N.J.S.A. 10:4-17.

51. Compare

52. c. Minutes

53. A public body is required to keep "reasonably comprehensible" (sic) minutes of all meetings showing the time and place, the members present, the subject considered, the actions taken, and the vote of each member. N.J.S.A. 10:4-14. The minutes need not reveal why the action was or was not taken, only what took place and what final action was taken. *Liebeskind v. Mayor and Council of Bayonne*, 265 N.J. Super. 389, 627 A.2d 677 (App. Div. 1993). The minutes must also contain a statement specifying the time, place and manner in which public notice of the meetings was given. N.J.S.A. 10:4-10a. See *AQN Ass'n v. Florence Twp.*, 248 N.J. Super. 597, 591 A.2d 995 (App. Div. 1991).

54. The minutes of all public meetings, including portions of any meeting from which the public was properly excluded, are public records under the Open Public Records Act. See *South Jersey Publishing Co. v. New Jersey Expressway Authority*, 124 N.J. 461, 591 A.2d 921 (1991). Promptly available has been held to mean two weeks or before the next meeting of the public body, whichever is earlier. See *Matawan Reg. Teachers Ass'n v. Matawan-Aberdeen Reg. Bd. of Educ.*, 212 N.J. Super. 322, 514 A.2d 1361 (Law Div. 1986).

55. Compare

56. 2. Special or emergency meetings

57. Compare

58. a. Definition

59. A special meeting is any meeting not listed on the annual schedule of regular meetings for which written advance notice of at least 48 hours can be given. N.J.S.A. 10:4-8d; 10:4-9b(4). An emergency meeting is one that, upon the affirmative vote of three-quarters of the members present, is determined to be necessary in order to deal with a matter of such urgency and importance that delay for the purpose of providing adequate notice would be likely to result in substantial harm to the public interest. N.J.S.A. 10:4-9b(1).

60. Compare

61. b. Notice requirements

62. At least 48 hours advance notice must be given for any special meeting. N.J.S.A. 10:4-8d. Notice of an emergency meeting must be provided "as soon as possible following the calling of such meeting."

N.J.S.A. 10:4-9b(3).

63. Notice of a special meeting must be "mailed, telephoned, telegraphed or hand delivered" to two newspapers at least 48 hours prior to the start of the meeting. N.J.S.A. 10:4-8d. Note that the newspaper need not publish the notice. However, one of the newspapers to which notice is sent must have a publication schedule which would permit publication prior to the meeting. See *Worts v. Mayor and Council of Upper Township*, 176 N.J. Super. 78, 442 A.2d 112 (Ch. Div. 1980). Notice of a special meeting must also be filed with the clerk who received the annual schedule, N.J.S.A. 10:4-8d, and mailed at least 48 hours in advance to any person who has filed a request for the annual schedule. N.J.S.A. 10:4-19. Notice of an emergency meeting must be telephoned, telegraphed or delivered to the two newspapers which received the annual schedule. N.J.S.A. 10:4-9b(3).

64. Notices of special and emergency meetings must be posted in the same location as the annual schedule. N.J.S.A. 10:4-8d and 10:4-9b(3).

65. The notices of both special and emergency meetings must include the agenda "to the extent known." N.J.S.A. 10:4-8d and 10:4-9a. Note that an emergency meeting is limited to "discussion of and acting with

respect to such matters of urgency and importance" as gave rise to the need to call the emergency meeting. N.J.S.A. 10:4-9b(2).

66. Notices of special and emergency meetings must also include the time, date and location of the meeting and whether formal action may or may not be taken. N.J.S.A. 10:4-8d and 10:4-9a.

67. The penalties and remedies for failure to give adequate notice of a special meeting are the same as those for a regular meeting, i.e., injunctive relief, voiding of action taken, and fines. N.J.S.A. 10:4-15, 16 and 17. Where no valid emergency exists, or where there is not even an attempt to comply with the notice requirements for an emergency meeting, the same penalties may be imposed. See *Dunn v. Mayor and Council and Clerk of Laurel Springs*, 163 N.J. Super. 32, 394 A.2d 145 (App. Div. 1978).

68. Compare

69. c. Minutes

70. The information required in the minutes of a special or emergency meeting is the same as that for regular meetings, and the minutes must be "promptly" available to the public. N.J.S.A. 10:4-14. In addition, the minutes of an emergency meeting must state the nature of the urgency and importance and the substantial harm to the public interest likely to result from a delay in holding the meeting. N.J.S.A. 10:4-10b.

71. Pursuant to the Open Public Records Act, minutes are public records.

72. Compare

73. 3. Closed meetings or executive sessions

74. Compare

75. a. Definition

76. A public body in New Jersey is permitted to go into closed session and exclude the public from attendance only when "discussing" nine specific subject matter areas. See N.J.S.A. 10:4-12b. These will be treated in detail in Section II below. Note that a closed session is limited to discussions; one case has held that a public body can debate an issue in closed session, but cannot act on it. *Houman v. Pompton Lakes*, 155 N.J. Super. 129, 382 A.2d 413 (Law Div. 1977).

77. Compare

78. b. Notice requirements

79. In order to go into closed session, a public body must adopt a resolution at a public meeting for which public notice pursuant to N.J.S.A. 10:4-18 has been given. N.J.S.A. 10:4-13.

80. Once the resolution to go into closed session is adopted at a public meeting, no further notice of the closed session is required. N.J.S.A. 10:4-13; see *Atty. Gen. Formal Op. 1976, No. 29*. However, where the closed session is to discuss termination or disciplining of personnel, actual notice of the session must be given to the affected employees so they can decide if they desire a public meeting. See *Rice v. Union Cnty. Regional Bd. of Educ.*, 155 N.J. Super. 64, 382 A.2d 386 (App. Div. 1977); see also *Kean Fed'n of Teachers v. Morrell*, 233 N.J. 566, 586, 187 A.3d 153, 165 (N.J. 2018).

81. Notice for the public meeting at which the resolution to enter into executive session has been adopted must be posted pursuant to N.J.S.A. 10:4-8.

82. The resolution to go into closed session must (i) state the "general nature" of the subject matter to be discussed in the closed session, and (ii) state "as precisely as possible" the time when and the circumstances under which the discussion conducted in closed session can be disclosed to the public. N.J.S.A. 10:4-13. In an unpublished decision, *Paff v. Monroe Township Board of Education*, 2007 WL 191984 (Law Div.), the Court indicated that a Resolution restating the provisions of the law allowing a closed session is not in compliance with the statute.

83. The penalties and remedies for improperly resolving to go into closed session are the same as those for other violations, i.e., injunctive relief, voiding of the action taken, and fines. See N.J.S.A. 10:4-15, 16 and 17.

84. Compare

85. c. Minutes

86. A public body is required to keep minutes of a closed session to the same extent as a public session. N.J.S.A. 10:4-14.

87. The minutes, including tape recordings, of a closed session may be public records under the Open Public Record Act or the common law. N.J.S.A. 10:4-14. See *Payton v. N.J. Turnpike Authority*, 148 N.J. 524, 691 A.2d 321 (1997); *South Jersey Pub. Co. v. N.J. Expressway Authority*, 124 N.J. 461, 591 A.2d 921 (1991); *Atlantic City Convention Authority v. South Jersey Pub. Co.*, 135 N.J. 53, 637 A.2d 1261 (1994).

88. Compare

89. d. Requirement to meet in public before closing meeting

90. To go into a closed session, a public body must first adopt a resolution at a public meeting (regular, special or emergency) for which public notice has been given in accordance with the OPMA.

91. Compare

92. e. Requirement to state statutory authority for closing meetings before closure

93. A resolution to go into closed session which merely "parrots" the statutory language is insufficient. The resolution should contain as much information as is consistent with full public knowledge without doing harm to the public interest that supports the closure. *Council of New Jersey State College Locals v. Trenton State*, 284 N.J. Super. 108, 663 A.2d 664 (Law Div. 1995). See *Houman v. Mayor of Pompton Lakes*, 155 N.J. Super. 129, 149-50, 382 A.2d 413 (Law Div. 1977) and *McGovern v. Rutgers*, 2011 N.J. Super. Lexis 32 (App. Div., 2011).

94. Compare

95. f. Tape recording requirements

96. There is no requirement that a closed session be tape recorded; minutes of a closed session must be kept "to the same extent as a public session." N.J.S.A. 10:4-14.

97. Compare

98. F. Recording/broadcast of meetings

99. While OPMA is silent on the issue of sound and photographic recording of public meetings, the courts have held that such a right is inherent in the law. Both sound and photographic recordings are therefore permitted subject to reasonable regulations, which generally should follow the New Jersey Supreme Court Guidelines for still and television camera and audio coverage of proceedings in the courts of New Jersey. See *Maurice River Board of Education v. Maurice River Teachers Ass'n*, 187 N.J. Super. 566, 455 A.2d 563 (Law Div. 1982), *aff'd* 193 N.J. Super. 488, 475 A.2d 59 (App. Div. 1984). The Supreme Court Guidelines permit (i) no more than two videotape cameras; (ii) no more than two still photographers; (iii) no more than one audio system for radio broadcasts; and (iv) no artificial lighting. The guidelines also require the media to obtain permission in advance and to position themselves in the areas designated. Movement of personnel and equipment is allowed only before or after the meeting or during recesses.

100. In a recently decided case, *Tarus v. Borough of Pine Hill*, 189 N.J. 497 (2007) the Supreme Court held there was a common law right to videotape a municipal council meeting subject to reasonable restrictions.

101. Compare

102. 1. Sound recordings allowed

103. Compare

104. 2. Photographic recordings allowed

105. Compare

106. G. Access to meeting materials, reports and agendas

107. The accessibility of such documents and records is governed by the Open Public Records Act.

108. Compare

109. H. Are there sanctions for noncompliance?

110. For a first offense of the open meetings law, a violator is fined \$100. For any subsequent offenses the violator can be fined between \$100 and \$500. N.J.S.A. 10:4-17. By objecting to a closed meeting and stating the reasons for believing the meeting should be open, an official may be exempt from fines. N.J.S.A. 10:4-17. A court may void any action taken at an improperly closed meeting. N.J.S.A. 10:4-15(a).

111. Compare

112. II. Exemptions and other legal limitations

113. Compare

114. A. Exemptions in the open meetings statute

115. Compare

116. 1. Character of exemptions

117. There are nine specific subject matter exceptions to the requirement that all meetings be open to the public. N.J.S.A. 10:4-12b(1) to (9). These exceptions are to be strictly construed in order that the broad public policy underlying OPMA is realized. *Woodcock v. Calabrese*, 148 N.J. Super. 526, 372 A.2d 1178 (Dist. Ct. 1977). See N.J.S.A. 10:4-7.

118. A closed session to discuss any of the excepted subjects is discretionary. Closure is permitted only after adoption of a resolution setting forth (i) the "general nature" of the subject to be discussed; and (ii) the time when and the circumstances under which the discussion conducted in closed session can be disclosed to the public. N.J.S.A. 10:4-12b and 10:4-13.

119. Compare

120. 2. Description of each exemption

121. See N.J.S.A. 10:4-12b. The public may be excluded from discussion of:

122. (i) any matter which, by express provision of federal or state statute or rule of court is rendered confidential;

123. (ii) any matter in which the release of information would impair the right to receive federal funds;

124. (iii) any matter the disclosure of which would constitute an unwarranted invasion of privacy, including records, reports, recommendations, data, or other personal material pertaining to a specific individual admitted to or served by a training, educational, social service, medical, health, custodial, child protection, rehabilitation, legal defense, welfare, housing, relocation, insurance, or similar program or institution operated by a public body, unless the individual concerned shall request in writing that the same be disclosed publicly;

125. (iv) any collective bargaining agreement, or the terms and conditions proposed for inclusion in a collective bargaining agreement, including the negotiation with employees or representatives of employees;

126. (v) any matter involving the purchase, lease or acquisition of real property with public funds, or the setting of banking rates or the investment of public funds, where the discussion could adversely affect the public interest;

127. (vi) any tactics or techniques to be used in protecting the safety and property of the public, where disclosure could impair such protection and any investigations of possible violations of the law;

128. (vii) any pending or anticipated litigation or contract negotiation in which the public body is or may be a party, or any matters falling within the attorney-client privilege;

129. (viii) any matter involving employment, appointment, termination of employment, evaluation of performance of, promotion or disciplining of any current or prospective public employee or appointee, unless all the individual employees or appointees whose rights could be adversely affected request in writing that such discussion take place at a public meeting. Note that this exception does not apply where the public body is appointing a person to fill the unexpired term of an elected official. See *Gannett v. Board of Education of Manville*, 201 N.J. Super. 65,492 A.2d 703 (Law Div. 1984);

130. (ix) any deliberations of a public body occurring after a public hearing that may result in the imposition of a specific civil penalty upon the responding party or the suspension or loss of a license or permit belonging to the responding party as a result of an act or omission for which the responding party bears responsibility. Note that this last exception applies only to the deliberations of a public body following a public hearing. However, where a state statute requires that the entire hearing be held in private, it takes precedence over this exception. See *Crinkle v. Maywood Board of Education* 164 N.J. Super. 595,397 A.2d 400 (Law Div. 1979). It is also important to note that the closed session is limited to discussion; any action by the public body must be taken in a duly noticed public meeting. See N.J.S.A. 10:4-12b and *Houman v. Pompton Lakes*, 155 N.J. Super. 129,382 A.2d 413 (Law Div. 1977).

131. Compare

132. B. Any other statutory requirements for closed or open meetings

133. Compare

134. C. Court mandated opening, closing

Yours sincerely, Rory

Rory Moore

-----Original Message-----

Mr. Moore,

The Office of the Municipal Clerk is in receipt of your OPRA Request No. 518-20. We will require additional clarification in order to process this request.

You have requested the following: "I seek the zoom link, the members of the adversity committee and the minutes as well as the meeting dates." Please be advised that the Township of Nutley does not have an adversity committee. Please clarify the name of the committee you are inquiring about.

Please provide the requested clarification as soon as possible.

Thank you,

Ceci Tramontana, RMC
Deputy Municipal Clerk
Municipal Clerk's Office
Township of Nutley, NJ
(973) 284-4951 x2233 Office
(973) 284-5668 Fax

[1]<https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.nutleynj.org&c=E,1,XoG5IUU7e9vV9YCWuLvt0eYtk0BGOm7omQN7bneMPXLh0qjJKGJr5QidnNEGTFqs5zyHP-32k0NcFE2X6GrOZaSKUJ84PGxooSvnPjokvK7IKFnSHIAQ5Vqb&typo=1>

References

Visible links

1. https://linkprotect.cudasvc.com/url?a=http%3a%2f%2fwww.nutleynj.org%2f&c=E,1,KnEXjyFePGwy5-CbDGLdglwIVMPn27D-DjI1bxQ8fMcpm-2eODJPCQnLztqgmL6iiFincehilAIUjor7DmUW6qY1-lxeFU2XfWwQ-M185GbcU7dc3_tFjM.&typo=1

Please use this UNIQUE email address for all replies to this request and no other:
xxxxxxxxxxxxxxxxxxxxxxxxxxxx@xxxxxxxxxxxxxxxxxxxxxxxx

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View this OPRA request & responses online:

https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fopramachine.com%2frequest%2fzoom_link_for_the_deversity_comm&c=E,1,0phuQncjQYMS-QS6jwbxwBjkw6gkYxm9yUWpKw.huYIU7qv3dNgGZurcyd9uDC6OwvRjezj7dX0CwL.TU5mceLoa1IRy6gAwne-qynNlpyX0Uj6j_SKpySOl4_U DA&typo=1

Please note that in some cases publication of requests and responses will be delayed.

If you find this service useful as an OPRA custodian, please ask your web manager to link to us from your organisation's website.

From: [Janice Fraser](#)
To: [Courtney Johnson](#); [John V. Kelly, III](#)
Subject: Re: Nutley Cultural Inclusion and Diversity Council Meeting
Date: Wednesday, October 14, 2020 4:46:15 PM

Hi! I just downloaded the app to my Mac and Teams seems to be working. I'll ask everyone to test out Teams prior to the meeting.

I'll just wait for the agenda and I'll send them out together :)

On Wednesday, October 14, 2020, 04:25:34 PM EDT, John V. Kelly, III
<xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx> wrote:

Sorry for the delay, I was working out technical issues. Please let me know if you have any issues connecting via Teams, it is a new platform we are using.

Please pass this along to all members of the NCIDC.

[Join Microsoft Teams Meeting](#)

[Learn more about Teams](#) | [Meeting options](#)

From: [Janice Fraser](#)
To: [Courtney Johnson](#); [John V. Kelly, III](#)
Subject: Re: Nutley Cultural Inclusion and Diversity Council Meeting
Date: Wednesday, October 14, 2020 4:46:14 PM

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Please pass this along to all members of the NCIDC.

[Join Microsoft Teams Meeting](#)

[Learn more about Teams](#) | [Meeting options](#)

From: [xxxxxxx@xxxxxxx.xxx](#)
To: [xxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx](#)
Subject: Accepted: Nutley Cultural Inclusion and Diversity Council Meeting
Date: Wednesday, October 14, 2020 4:28:13 PM
Attachments: [attachment.ics](#)

From: [John V. Kelly, III](#)
To: [Courtney Johnson](#)
Subject: Re: Nutley Cultural Inclusion and Diversity Council Brand 8.02.2020
Date: Tuesday, September 1, 2020 9:39:43 AM

Great! Thanks! Can you print out 7 copies for me for this evening and leave it on my desk with the QR code's?

Sent from my iPhone

On Sep 1, 2020, at 8:09 AM, Courtney Johnson <xxxxxxx@xxxxxxx.xxx> wrote:

Your message is ready to be sent with the following file or link attachments:

Nutley Cultural Inclusion and Diversity Council Brand 8.02.2020

Note: To protect against computer viruses, e-mail programs may prevent sending or receiving certain types of file attachments. Check your e-mail security settings to determine how attachments are handled.

<Nutley Cultural Inclusion and Diversity Council Brand 8.02.2020.pdf>

From: [xxxxxxxxxxxxxxxx@xxxxxxxx.xxx](#)
To: [xxxxxxxx@xxxxxxxx.xxx](#)
Subject: Re: Nutley Cultural Inclusion and Diversity Council Brand 8.02.2020
Date: Tuesday, September 1, 2020 9:39:41 AM

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<Nutley Cultural Inclusion and Diversity Council Brand 8.02.2020.pdf>

From: [Courtney Johnson](#)
To: [John V. Kelly, III](#)
Subject: Nutley Cultural Inclusion and Diversity Council Brand 8.02.2020
Date: Tuesday, September 1, 2020 8:09:19 AM
Attachments: [Nutley Cultural Inclusion and Diversity Council Brand 8.02.2020.pdf](#)

Your message is ready to be sent with the following file or link attachments:

Nutley Cultural Inclusion and Diversity Council Brand 8.02.2020

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From: [xxxxxxx@xxxxxxx.xxx](#)
To: [xxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx](#)
Subject: Nutley Cultural Inclusion and Diversity Council Brand 8.02.2020
Date: Tuesday, September 1, 2020 8:09:18 AM
Attachments: [Nutley Cultural Inclusion and Diversity Council Brand8.02.2020.pdf](#)

Your message is ready to be sent with the following file or link attachments:

Nutley Cultural Inclusion and Diversity Council Brand 8.02.2020

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From: [Courtney Johnson](#)
To: [John V. Kelly, III](#)
Subject: Nutley Cultural Inclusion and Diversity Council Brand 8.02.2020
Date: Thursday, August 27, 2020 5:07:00 PM
Attachments: [Nutley Cultural Inclusion and Diversity Council Brand 8.02.2020.pdf](#)

Your message is ready to be sent with the following file or link attachments:

Nutley Cultural Inclusion and Diversity Council Brand 8.02.2020

Note: To protect against computer viruses, e-mail programs may prevent sending or receiving certain types of file attachments. Check your e-mail security settings to determine how attachments are handled.

From: [Courtney Johnson](#)
To: [John V. Kelly, III](#)
Subject: NCIDC Walk and See
Date: Thursday, August 27, 2020 4:07:28 PM
Attachments: [NCIDC final.docx](#)

Courtney Johnson

Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: Robyn Cooper Henning [mailto:xxxxxxxxxxxxxxxxxxxx@xxxxx.xxx]
Sent: Wednesday, August 26, 2020 9:43 AM
To: Courtney Johnson <xxxxxxx@xxxxxxxx.xxx>
Subject: NCIDC

Hi Courtney,

I have attached the document for you! You should be able to edit it if needed.

Have a great day. I will be back in Nutley on Sunday.

Robyn

From: [Highsmith, Desyra](#)
To: [Julie Glazer](#)
Cc: [xxxxxxx@xxxxxxxx.xx](#) [xxxxxxxxxxxxxxxx@xxxxxxxx.xx](#)
Subject: Re: Supporting Mental Health and Back to School Anxiety
Date: Wednesday, August 26, 2020 9:30:20 PM

Absolutely.

Sent from my iPad

On Aug 26, 2020, at 9:12 PM, Julie Glazer <[xxxxxxx@xxxxxxxxxxxxxxxx](#)> wrote:

***** This is an External Email *****

Okay to post on the district site?

Sent from my iPhone

On Aug 26, 2020, at 4:28 PM, Highsmith, Desyra
<[xxxxxxx.xxxxxxxxxx@xxxxx.x](#)> wrote:

Good Afternoon—

Thank you Commissioner Kelly and Courtney, for your genuine concern for Nutley families as they prepare for the start of a new (and very different) school year. Attached is the flyer announcing the **Supporting Mental Health and Back-to-School Anxiety in Children** flyer to share with parents and residents. Please feel free to share on social pages or web sites to ensure parents are made aware of this opportunity to receive support and guidance.

I have spoken with Fernando Vazquez, MSW, LSW from Nutley Family Services and he will be present during the session should Nutley parents have inquiries specific to our township's mental health support services.

If there are ever any health information topics which you would like made available to our neighbors, I am happy to connect the resources to arrange for delivery of additional virtual sessions.

Warm Regards,

Desyra Highsmith Holcomb
Director of Diversity & Inclusion

RWJBarnabas Health

**| Clara Maass Medical Center | One Clara Maass Drive | Belleville,
NJ 07109**

|

<image001.jpg>

(973) 450-2957|

<image002.png>

973-830-9910

xxxxxx.xxxxxxxxxx@xxxxx.xxx

<image006.png>

<image005.png>

<image51ae0d.JPG>

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To: ["xxxxxxxx@xxxxxxxx.xxx"; "xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx"](#)
Cc: ["xxxxxxxx@xxxxxxxxxxxxxxxx.xxx"](#)
Subject: Supporting Mental Health and Back to School Anxiety
Date: Wednesday, August 26, 2020 4:28:16 PM
Attachments: [image002.png](#)
[image005.png](#)
[image006.png](#)
[22601839 CMMC Pediatric Session Invitation 1000x1900_m5.pdf](#)

Good Afternoon—

Thank you Commissioner Kelly and Courtney, for your genuine concern for Nutley families as they prepare for the start of a new (and very different) school year. Attached is the flyer announcing the **Supporting Mental Health and Back-to-School Anxiety in Children** flyer to share with parents and residents. Please feel free to share on social pages or web sites to ensure parents are made aware of this opportunity to receive support and guidance.

I have spoken with Fernando Vazquez, MSW, LSW from Nutley Family Services and he will be present during the session should Nutley parents have inquiries specific to our township's mental health support services.

If there are ever any health information topics which you would like made available to our neighbors, I am happy to connect the resources to arrange for delivery of additional virtual sessions.

Warm Regards,

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Director of Diversity & Inclusion

RWJBarnabas Health

| Clara Maass Medical Center | One Clara Maass Drive | Belleville, NJ 07109

| ☎ (973) 450-2957 | 📠 973-830-9910

[XXXXXXXXXXXX@XXXXX.XXX](#)





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Cc: ["xxxxxxxx@xxxxxxxxxxxxxxxx.xxx"](#)
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From: [Meredith Blank](#)
To: [Courtney Johnson](#)
Cc: [John V. Kelly, III](#)
Subject: Newsletter
Date: Wednesday, August 26, 2020 10:09:41 AM

Good Morning Courtney,

Can you please send me content regarding the Diversity and Inclusion Council for the department newsletter that will be going out in September?

I suppose it would include your mission statement and a brief introduction. If you would like to include your plans for the next few months that would be great too. I guess it all depends on what you feel comfortable putting out there at this point.

I would like to roll it out by, the latest, the Tuesday after Labor Day. Thank you in advance for your assistance!

Meredith Blank, CMR | *Registrar of Vital Statistics*

Department of Public Affairs

Township of Nutley, NJ

(973) 284-4951 x2424 Office

(973) 661-9411 Fax

www.nutleynj.org

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Subject: Re: Mental Health Resources for Parents - Clara Maass Medical Center
Date: Wednesday, August 19, 2020 12:27:10 PM
Attachments: [image002.png](#)
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I am engaging surrounding community leaders, BOEs, and/or health services organizations to collaborate for two very important reasons: (1) Direct outreach to parents from their community/school leaders communicates the importance of this topic and directly connects residents with this free informative content (2) Town resources being provided for children (via health service organizations, mental health providers or school counselors) can be communicated to parents during this session) . This session will also be delivered a second time in Spanish to ensure Spanish speaking parents are equipped with information and resources to guide and support their children.

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Thoughts?

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I am engaging surrounding community leaders, BOEs, and/or health services organizations to collaborate for two very important reasons: (1) Direct outreach to parents from their community/school leaders communicates the importance of this topic and directly connects residents with this free informative content (2) Town resources being provided for children (via health service organizations, mental health providers or school counselors) can be communicated to parents during this session) . This session will also be delivered a second time in Spanish to ensure Spanish speaking parents are equipped with information and resources to guide and support their children.

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- Spanish session date (TBD)
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Warm Regards,

Desyra Highsmith Holcomb

Director of Diversity & Inclusion

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From: [Highsmith, Desyra](#)
To: [xxxxxxx@xxxxxxx.xx](#); [xxxxxxxxxxxxxxxxxxxx@xxxxxxx.xx](#)
Subject: Mental Health Resources for Parents - Clara Maass Medical Center
Date: Wednesday, August 19, 2020 11:57:25 AM
Attachments: [image002.png](#)
[image003.png](#)
[image004.png](#)

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Subject: 8.18.20 Board of Commissioners Meeting Documents
Date: Wednesday, August 19, 2020 10:30:05 AM
Attachments: [ORD ADOPT 3448 2020 Salary Ordinance Amendment.pdf](#)
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Good morning,

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Thank you,

Ceci Tramontana, RMC

Deputy Municipal Clerk

Municipal Clerk's Office

Township of Nutley, NJ

(973) 284-4951 x2233 Office

(973) 284-5668 Fax

www.nutleynj.org

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Good morning,

Attached please find the adopted agenda documents for the August 18, 2020 Board of Commissioners meeting.

Thank you,

Ceci Tramontana, RMC

Deputy Municipal Clerk

Municipal Clerk's Office

Township of Nutley, NJ

(973) 284-4951 x2233 Office

(973) 284-5668 Fax

www.nutleynj.org

From: [Ceci Tramontana](#)
To: [Adam Jernick](#); [Adriana Russo](#); [Antonette DeBlasio](#); [Bridget Reilley](#); [Cathy Giglio](#); [CathyKelly](#); [Cheryl DiAntonio](#); [Cheryl Gaccione](#); [Colleen Nielsen](#); [Courtney Johnson](#); [CrissyFrusteri](#); [Darsia Abreu](#); [David Berry](#); [David Hollywood](#); [xxxxxx@xxxxxxxx.xxx](#); [Edmund Brown](#); [Eleni Pettas](#); [Frank DeMaio](#); [xxxxxx@xxxxxxxx.xxx](#); [Jaime Ardizzone](#); [Jason M.Kirk](#); [Jennifer Garner](#); [xxxxxxxx@xxxxxxxx.xxx](#); [Kathy Rempusheski](#); [Kristin Kosky](#); [xxxxx@xxxxxxxx.xxx](#); [xxxxxxxx@xxxxxxxx.xxx](#); [Lucy Jacobs](#); [Mary Fenui](#); [Meredith Blank](#); [Michael Blasi](#); [Michael Luzzi](#); [xxxx@xxxxxxxx.xxx](#); [Pamela Franco](#); [Patty Davis](#); [Paul Cafone](#); [Robert Irwin \(xxxxxx@xxxxxxxx.xxx\)](#); [Robyn Greulich](#); [Rosemarie Berry](#); [Rosemary Costa](#); [Salvatore Ferraro](#); [Salvatore Scarpelli](#); [Sandra Carella](#); [Sarah Kirk](#); [Sharon Lemma-Bozza](#); [Toni Nufrio](#); [xxxxxxxx@xxxxxxxx.xxx](#); [William Cassidy](#)
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From: [rfrobose](#)
To: [xxxxxxxxxxxxx@xxxxx.xxx](#); [Courtney Johnson](#); [John V. Kelly, III](#)
Cc: [Janice Fraser](#)
Subject: September NCIDC Meetings
Date: Monday, August 17, 2020 5:16:47 PM

Hello Courtney and Commissioner Kelly,

I just realized that I signed up for an online course that conflicts with the NCIDC meeting times in September. The online course is with Loretta Ross, a professor at Smith College and world renown for her advocacy for women of color.

Ms. Ross has an online course called, "Calling In The Calling Out Culture" and the course runs 4 Wednesdays in September from 7pm-9pm. You can read a little about what this course is about by reading this New York Times Op Ed written by Ms. Ross <https://www.nytimes.com/2019/08/17/opinion/sunday/cancel-culture-call-out.html> . In the very last paragraph of the article, Ms. Ross references my adult child, Salem, but not by name. Salem was a student in Ms. Ross's class at Hampshire College in Amherst, MA in 2018 and set the example for how we aspire to communicate, for which the article was written. I, however, have much to learn and hope to gain the tools needed so we can have the difficult conversations about diversity and inclusion. I am happy to share what I learn with the rest of the council. Unfortunately, it looks like I'll miss the 2 council meetings in September, if they are to be on Wednesdays between 7pm and 9pm. These are 4 classes in September on Wednesdays between 7pm-9pm. I paid for the online class and think it's a valuable investment., given that I also now sit on the Diversity Council with the State Department of Law & Public Safety.

Please let me know if there are any concerns about me missing 2 council meetings in September and, if you're interested, I'll summarize the valuable takeaways and share with the council.

Kind Regards,
Rhonda

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From: [Courtney Johnson](#)
To: [John V. Kelly, III](#)
Subject: RE: Daria Weedo
Date: Monday, August 17, 2020 8:18:57 AM

Courtney Johnson

Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: John V. Kelly, III
Sent: Friday, August 14, 2020 2:42 PM
To: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>
Subject: Fwd: Daria Weedo

Sent from my iPhone

Begin forwarded message:

From: "John V. Kelly, III" <[xxxxxxxxxxxxxxxxxxxx@xxxxxxxxxxx>xxx
Date: August 14, 2020 at 2:39:54 PM EDT
To: Sandra Carella <\[xxxxxxxx@xxxxxxxxxxx>xxx
Subject: Re: Daria Weedo\]\(#\)](#)

[Redacted content]

Sent from my iPhone

On Aug 14, 2020, at 10:31 AM, Sandra Carella <[xxxxxxxx@xxxxxxxxxxx> wrote:](#)

John-

Sandra Carella

Assistant to the Director
Office of Commissioner Alphonse Petracco
228 Chestnut Street
Department of Public Safety
Township of Nutley, NJ
(973) 284-4929 Office
(973) 284-4920 Fax
www.nutleynj.org

 Please consider the environment before printing this email

From: Daria Weedon [<mailto:xxxxxxxx@xxxxx.xxx>]

Sent: Friday, August 14, 2020 10:12 AM

To: Sandra Carella <xxxxxxxx@xxxxxxxx.xx>

Subject:

Hi Sam- Happy Friday.

It's gotten to the point where they won't even reply to me. This is exactly the reason why Nutley has a shit reputation. I'm sorry I even tried to do something to bring some positivity back.

From: [John V. Kelly, III](#)
To: [Courtney Johnson](#)
Subject: Fwd: Daria Weedo
Date: Friday, August 14, 2020 2:41:40 PM

Sent from my iPhone

Begin forwarded message:

From: "John V. Kelly, III" <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Date: August 14, 2020 at 2:39:54 PM EDT
To: Sandra Carella <xxxxxxxx@xxxxxxxx.xxx>
Subject: Re: Daria Weedo

[REDACTED]

Sent from my iPhone

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[REDACTED]

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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To: [Courtney Johnson](#); [Janice Fraser](#)
Subject: Proclamation Women's Equality Day
Date: Thursday, August 13, 2020 2:40:21 PM
Attachments: [Proclamation Women's Equality Day.docx](#)

Can you share this with the group and add it to the agenda and ask people for thoughts, suggestions, and comments to bring them up tomorrow.

Commissioner John V. Kelly, III

Director, Department of Public Affairs & Health

Township of Nutley, NJ

(973) 284-4972 Office

 Cell

(973) 661-9411 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

From: [John V. Kelly, III](#)
To: [Courtney Johnson](#); [Janice Fraser](#)
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Date: Thursday, August 13, 2020 2:40:21 PM
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 Please consider the environment before printing this email.

From: [Janice Fraser](#)
To: [Chris Cullari](#); [John V. Kelly, III](#)
Cc: [Courtney Johnson](#)
Subject: Re: Cultural Inclusion and Diversity Council Meeting
Date: Wednesday, August 12, 2020 1:28:45 PM

Now that I see your email address, I see that I have an incorrect email address for you, I have been emailing xxxxx.xxxxxxx@xxxxx.xxx instead of cullari.chrxx@xxxxx.xxx. My apologies. I will forward you all the other documents that were sent out yesterday and updated your email address in my Excel spreadsheet.

Janice

On Wednesday, August 12, 2020, 11:58:58 AM EDT, John V. Kelly, III
<xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx> wrote:

There was a meeting and there is a meeting tonight. You must've fallen off the distro list. I'll send you the link for tonight.

Corner and Janice, can you make sure Chris is up to speed for tonight.

John

Sent from my iPhone

On Aug 12, 2020, at 11:11 AM, Chris Cullari <[xxxxxxx.xxxxx@xxxxx.X](#)> wrote:

Hi Courtney and John

Is there going to be a meeting tonight? According to the last email I received from Janice, there was supposed to be a meeting on July 22nd, but I did not hear anything and have not heard anything about tonight's scheduled meeting either.

Thanks,
Chris

From: [Janice Fraser](#)
To: [Chris Cullari](#); [John V. Kelly, III](#)
Cc: [Courtney Johnson](#)
Subject: Re: Cultural Inclusion and Diversity Council Meeting
Date: Wednesday, August 12, 2020 12:18:46 PM

Now that I see your email address, I see that I have an incorrect email address for you, I have been emailing xxxxx.xxxxxxx@xxxxx.xxx instead of cullari.chrxx@xxxxx.xxx. My apologies. I will forward you all the other documents that were sent out yesterday and updated your email address in my Excel spreadsheet.

Janice

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Is there going to be a meeting tonight? According to the last email I received from Janice, there was supposed to be a meeting on July 22nd, but I did not hear anything and have not heard anything about tonight's scheduled meeting either.

Thanks,
Chris

From: [Joseph Armentano](#)
To: [John V. Kelly, III](#)
Cc: [Courtney Johnson](#)
Subject: Re: Zoom meeting invitation - John Kelly's Zoom Meeting
Date: Wednesday, August 12, 2020 12:00:52 PM

Thank you very much, John. I will try to have representation at the meeting. I will also keep you and Courtney posted about our participation on the council.

Sincerely,
Joe

**Please note: NFSB is proud to announce our move to the nutleyfamily.org domain. We encourage you to update your contact information*

Joe Armentano, MSW, LCSW
Director of Clinical Services and Programming

Nutley Family Service Bureau, Inc.
155 Chestnut Street
Nutley, NJ 07110
(973) 667-1884 Direct
(973) 667-2285 Fax

The information in this message is confidential and may be legally privileged. It is intended solely for the addressee and access to this message by anyone else is unauthorized. If you are not the intended recipient, any disclosure, copying, or distribution of the message, or any action or omission taken by you in reliance on it, is prohibited and may be unlawful. Please immediately contact the sender if you have received this message in error. Thank you.

E-Mails are only read and responded to at this e-mail address during operating business hours of Nutley Family Service Bureau, Inc. It is not for the purpose of exchanging clinical, sensitive, or crisis-oriented information and cannot be utilized or responded to as such. In the event of a psychiatric or medical emergency or crisis, please dial 911 by phone or go to the nearest hospital emergency room.

From: John V. Kelly, III <xxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Sent: Wednesday, August 12, 2020 10:46 AM
To: Joseph Armentano <xxxxxxxx@xxxxxxxxxxx>
Cc: Courtney Johnson <xxxxxxx@xxxxxxxx.xxx>
Subject: Fwd: Zoom meeting invitation - John Kelly's Zoom Meeting

Joe,

Below is the link for the diversity council meeting tonight, if you or a member of your staff would like to attend.

Sent from my iPhone

Begin forwarded message:

From: Janice Fraser <xxxxxxxxxxxxxx@xxxxx.xxx>

Date: August 11, 2020 at 4:47:08 PM EDT

To: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>, "John V. Kelly, III" <xxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Subject: Re: Zoom meeting invitation - John Kelly's Zoom Meeting

Done!

On Tuesday, August 11, 2020, 04:24:19 PM EDT, John V. Kelly, III <commisxxxxxxxxxx@xxxxxxxx.xxx> wrote:

Please forward to the group.

John Kelly is inviting you to a scheduled Zoom meeting.

Topic: John Kelly's Zoom Meeting

Time: Aug 12, 2020 07:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

<https://zoom.us/j/94015976347?pwd=UHY3OEI4UmNsS1FteGtvczVFOWIJUT09>

Meeting ID: 940 1597 6347

Passcode: 732151

One tap mobile

+13126266799,,94015976347# US (Chicago)

+19292056099,,94015976347# US (New York)

Dial by your location

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Germantown)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

Meeting ID: 940 1597 6347

Find your local number: <https://zoom.us/u/abra6ac4N>

From: [Joseph Armentano](#)
To: [John V. Kelly, III](#)
Cc: [Courtney Johnson](#)
Subject: Re: Zoom meeting invitation - John Kelly's Zoom Meeting
Date: Wednesday, August 12, 2020 12:00:51 PM

Thank you very much, John. I will try to have representation at the meeting. I will also keep you and Courtney posted about our participation on the council.

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Director of Clinical Services and Programming

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+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

Meeting ID: 940 1597 6347

Find your local number: <https://zoom.us/u/abra6ac4N>

From: [John V. Kelly, III](#)
To: [Chris Cullari](#)
Cc: [Courtney Johnson](#); [Janice Fraser](#)
Subject: Re: Cultural Inclusion and Diversity Council Meeting
Date: Wednesday, August 12, 2020 11:58:39 AM

There was a meeting and there is a meeting tonight. You must've fallen off the distro list. I'll send you the link for tonight.

Corner and Janice, can you make sure Chris is up to speed for tonight.

John

Sent from my iPhone

On Aug 12, 2020, at 11:11 AM, Chris Cullari <xxxxxxx.xxxxx@xxxxx.xxx> wrote:

Hi Courtney and John

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Thanks,
Chris

From: [John V. Kelly, III](#)
To: [Joseph Armentano](#)
Cc: [Courtney Johnson](#)
Subject: Fwd: Zoom meeting invitation - John Kelly's Zoom Meeting
Date: Wednesday, August 12, 2020 10:46:56 AM

Joe,

Below is the link for the diversity council meeting tonight, if you or a member of your staff would like to attend.

Sent from my iPhone

Begin forwarded message:

From: Janice Fraser <xxxxxxxxxxxxxx@xxxxx.xxx>
Date: August 11, 2020 at 4:47:08 PM EDT
To: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>, "John V. Kelly, III" <xxxxxxxxxxxxxx@xxxxxxxx.xxx>
Subject: Re: Zoom meeting invitation - John Kelly's Zoom Meeting

Done!

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Topic: John Kelly's Zoom Meeting
Time: Aug 12, 2020 07:00 PM Eastern Time (US and Canada)

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<https://zoom.us/j/94015976347?pwd=UHY3OEI4UmNsS1FteGtvczVFOWIJUT09>

Meeting ID: 940 1597 6347
Passcode: 732151
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+1 253 215 8782 US (Tacoma)
+1 346 248 7799 US (Houston)

Meeting ID: 940 1597 6347
Find your local number: <https://zoom.us/u/abra6ac4N>

From: [Courtney Johnson](#)
To: [John V. Kelly, III](#)
Subject: NCIDC Zoom mtg Agenda 8/12/20
Date: Tuesday, August 11, 2020 3:16:52 PM
Attachments: [NCIDC-Aug_12_2020_agenda.docx](#)
[Nutley Cultural Inclusion and Diversity Council Brand 8.02.2020.pdf](#)

John,

All Short/Long Term goals have been categorized: **Communications/Honest Dialogue, Events, Education/Training, Resources/Accommodations, Affirmative Action and Programs**, only Long-Term goals will be discussed during the meeting. Please confirm the Zoom link so it can be sent to the council members, I also would like to speak with you if you are not coming in before 6PM.

Thanks!

Courtney Johnson

Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: [rfrobose](#)
To: [John V. Kelly, III](#); [Courtney Johnson](#)
Subject: NJ LPS Diversity Council
Date: Monday, August 10, 2020 12:00:06 PM

Sharing the good news that I've been selected as a member of the Diversity Council for the State of NJ Department of Law and Public Safety. Just wanted to let you know as I previously mentioned that I applied for a seat on this council over a year ago. The process is usually slow and the pandemic slowed down things a bit further but now things are getting back on track.

In this volunteer position, I'll be working alongside Lora Fong, Assistant NJ Attorney General and Chief Diversity Officer.

Kind Regards,
Rhonda

From: [rfrobose](#)
To: [John V. Kelly, III](#); [Courtney Johnson](#)
Subject: NJ LPS Diversity Council
Date: Monday, August 10, 2020 12:00:06 PM

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In this volunteer position, I'll be working alongside Lora Fong, Assistant NJ Attorney General and Chief Diversity Officer.

Kind Regards,
Rhonda

From: [Courtney Johnson](#)
To: [John V. Kelly, III](#)
Subject: NCIDC AUG 12, 2020 Zoom Meeting Agenda
Date: Monday, August 10, 2020 11:07:05 AM
Attachments: [NCIDC-Aug_12_2020_agenda.docx](#)

Good morning John, I hope all is going well and you are having a fantastic day, here's the agenda for the upcoming NCIDC meeting please review and feel free to make changes.

Courtney Johnson

Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: [A Q](#)
To: [John V. Kelly, III](#)
Cc: [Alan Genitempo](#); [Courtney Johnson](#)
Subject: Re: Petition to Rename the Nutley-Belleville Columbus Day Parade/Remove Christopher Columbus Statue
Date: Friday, August 7, 2020 6:01:56 PM

Hello,

Thank you for taking the time to respond back. I appreciate your willingness to work with me on this.

I do hope that you will reconsider your position on the statue, as I do not believe that what I have written is reflective of a destructive approach. In fact, I would argue that regardless of what the statue's original intention was, allowing it to remain in front of town hall is more destructive to this community. As my previous email explains, this is much deeper than a petty complaint.

We are currently experiencing a national reckoning with public figures, symbols, and traditions that have long been considered inextricable to the American experience. Within the last couple months alone, more Columbus statues have been legally removed than in the past 50 years. Our country is finally reflecting on what these symbols really mean, and how they represent us as a nation. This is an opportunity for our town to be on the right side of history.

Best,
Alexandra

On Tue, Aug 4, 2020 at 2:35 PM John V. Kelly, III <[xxxxxxxxxxxxxxxxxxxxx@xxxxxxxxx](#)> wrote:

Thank you for reaching out. I am happy to work with you on this or any issue.

The Columbus Day parade is organized and paid for by an independent organization. In fact, all parades are. We have no power to change the name, and you'd have to reach out to the Nutley Belleville Columbus Day parade committee, a 501(c)3, and ask them.

As to the statue, my position is that we as a community should be constructive rather than destructive. We also have monuments to Martin Luther King, Jr., John F. Kennedy, among others. If we took down a statue every time someone complained we would have nothing to celebrate or honor. No monument is erected to celebrate anyone's shortcomings as a human, but their contributions to humankind.

If you or a group is interested in erecting a statue or monument that is more representative of your culture and heritage, I am happy to work with you. Like I said we as a community should be constructive and not destructive.

Best,
John

Sent from my iPhone

On Aug 3, 2020, at 12:04 PM, A Q <[xxxxxxxxx.xxxxxxxxxx@xxxxx.x](#)> wrote:

Dear Commissioner John V. Kelly, III,

I wanted to start off by first thanking you and the Board of Commissioners for the creation of the Cultural Inclusion and Diversity Counsel. As a daughter of immigrants, I look forward to the positive initiatives that may come from it. Today I am writing to you about something that is more symbolic, though still just as important. I would like to ask for your support in renaming the Nutley-Belleville Columbus Day Parade as well as removing the Christopher Columbus statue that resides in front of town hall. Towards the end of June, I had decided to create an online petition in favor of this. As of today, the petition has received nearly 2,300 signatures.

I had initially planned to reach out much sooner than this, but seeing how heavily escalated both sides of the conversation became – online and in person – I decided to take the time to do some more research. I really wanted to better understand the Italian American perspective when it came to defending Christopher Columbus. Nutley has a very large Italian community, and I realize that all of our Board of Commissioners also are, or have been, members of Nutley UNICO, as well as yourself having previously served on the Nutley-Belleville Columbus Day Parade Committee.

My intention has never been to dismiss or erase anyone's culture or experiences, and I'm grateful that some of the people closest to me – who are of Italian descent – were able to further educate me on the complex history behind Columbus. I understand that for some, Columbus is considered to be "the first immigrant", and is a symbol of coming to America and being proud of it. Many of the statues that were erected of Christopher Columbus during the early 20th century, along with the national holiday, were heavily opposed by the Ku Klux Klan. That violence, discrimination, and unjust villainization that Italians were subjected to during that period of American history is unacceptable, and I realize that Columbus' existence in the United States is deeper than just a statue or parade. The intention of these monuments was to uplift and validate the Italian American experience. I acknowledge and respect that history.

In fact, as a once marginalized community, I would hope that Italian Americans can empathize with what Columbus represents to the indigenous communities of the Americas, as well as the Latino/Hispanic community, particularly from the Caribbean. Having served for the Spanish government, Columbus is considered to be the face of colonization. The way that Latin America exists today is largely shaped by Spain as the effects of colonialism are still as prevalent as ever. The native people of the Americas have had almost everything taken away from them. Language, land, and lives. This is something that, to some degree, Italian Americans can relate to when they look back on the hostility Italian immigrants dealt with in regards to assimilation in the United States. They faced terrible discrimination, loss of language, and loss of lives. To the Latino/Hispanic community, having a Columbus statue is like having a statue in the center of town dedicated to the people who lynched Italian Americans in New Orleans.

With regard to the parade, I realize that this may be a complicated request because the parade also runs through Belleville. But I would hope that both towns can come to understand why it should be renamed. I do not wish for the parade to be canceled, as I know that it occurs during Italian Heritage month. However, there is no reason that it cannot be

renamed to something that better and more positively represents that heritage. At the same time, Columbus Day itself could be designated “Italian Heritage Day,” celebrating the contributions of all Italians to this country.

The same can be said for the Columbus statue. I am aware that it was commissioned by Nutley UNICO, and therefore did not use taxpayer money. However, it is situated on public town property. Therefore, it is not necessarily up to Nutley UNICO to decide on its removal, though I would hope that they could understand why it should be as well. I’m not asking the statue to be destroyed, as I do think former memorializations of problematic – and in this case awful – people should be placed somewhere like a museum for future generations to learn about. However, since Nutley UNICO did pay for it, I believe that it is more than fair to leave it up to their discretion. I am simply asking for my town, and ideally my country, to not publicly erect statues that glorify and celebrate people that represent enslavement, genocide, and oppression.

As society progresses and we become more aware of the realities of Columbus’ negative impact on other communities, they also become symbols of pain. This is especially true in regards to the Nutley statue, seeing as it was commissioned only 20 years ago, in the year 2000.

Having a statue, or any form of public art, in front of our town hall holds a very symbolic and powerful meaning. It is there as a representation of Nutley. As I previously mentioned, I know that this town has a large Italian community, and that is certainly something to be proud of. As our town’s demographic continues to change and diversify, I believe that we should also have symbols that are more inclusive to everyone, since for many – particularly the indigenous and Hispanic/Latino community – Columbus represents a painful part of their history. The same can be said for the parade. I think that we as people, and a community, can do better when it comes to celebrating historical figures and cultures. I hope that you will come to agree.

Attached to this email is a PDF of the 2,285 signatures of those that have signed in support of the petition. Below I have also added a link to the live petition. In order to be transparent, I do want to note that since this petition is online, it does allow for anyone to sign it and therefore not every signature is from a Nutley resident. I hope that only proves how widely supported this request is. Many of these non-resident signatures are from other neighboring towns, or past Nutley residents as well.

I want to thank you for taking the time to hear me out. I hope to hear from you soon.

Best,
Alexandra Quintana
212 Franklin Avenue
Nutley, NJ 07110

Online Petition: <http://chnng.it/cW8CJ5kq>

<Rename Nutley-Belleville Columbus Day Parade - Remove Christopher Columbus Statue Petition.pdf>

From: [A Q](#)
To: [John V. Kelly, III](#)
Cc: [Alan Genitempo](#); [Courtney Johnson](#)
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I want to thank you for taking the time to hear me out. I hope to hear from you soon.

Best,
Alexandra Quintana
212 Franklin Avenue
Nutley, NJ 07110

Online Petition: <http://chnng.it/cW8CJ5kq>

<Rename Nutley-Belleville Columbus Day Parade - Remove Christopher Columbus Statue Petition.pdf>

From: [Christine Villanueva](#)
To: [Courtney Johnson](#); [John V. Kelly, III](#)
Subject: Re: Work in progress brand identity for NCIDC
Date: Friday, August 7, 2020 5:37:48 PM
Attachments: [Nutley Cultural Inclusion and Diversity Council Brand 8.02.2020.pdf](#)

Hi Courtney and John,

Looking ahead to the NCIDC meeting on Wednesday, I wanted to check in on the brand identity.

Attached is the pdf version but I sent the word version before, if you want to make changes.

Please let me know if:

You'd like to share this at the meeting on Wednesday.

If so, would you like me to take us through it and explain it.

And, any thoughts on how you'd like to serve it up to the group (e.g., this is a WIP, this is final for the time being, let's work on it as a group, etc.)

Thanks and have a great weekend.

Christine

On Sun, Aug 2, 2020 at 2:21 PM Christine Villanueva <[xxxxxxxxx.xxxxxx@xxxxx](#)> wrote:

Hi Courtney, John,

I made revisions to the brand identity. I simplified it and deleted a couple sections for the time being. What we have is very strong and clear. As a living document, we can adjust and build as needed.

If you recall, we were looking for a "C" word to convey the notion of building trust / credibility. After many fruitless searches I went with "Connect - Build trust." It works in context and makes sense, but open to suggestions as always.

Take a look and let me know what you think,

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On Mon, Jul 27, 2020 at 9:00 PM Courtney Johnson <[xxxxxxxxx@xxxxxxxxx](#)> wrote:

I will wait on your revisions to see what you come up with, I have a few things I would like to add. Thank you again Christine.

On Jul 27, 2020, at 8:47 PM, Christine Villanueva

<[xxxxxxxxx.xxxxxx@xxxxx](#)> wrote:

I made some revisions based on your comments. There are a couple pieces that are not falling into place right now. I'll take a break and come back to it in a day or two.

Attached - you can see where we stand at the moment. Getting there.

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<xxxxxxxxxxxxxxxx@xxxxxxxx> wrote:

Did you put inequity the first time? I might have read it too quickly and misread it. Sorry about that. I am open to whichever word you think is best.

Commissioner John V. Kelly, III

Director, Department of Public Affairs & Health

Township of Nutley, NJ

(973) 284-4972 Office

[REDACTED] Cell

(973) 661-9411 Fax

www.nutleynj.org

 **Please consider the environment before printing this email.**

From: Christine Villanueva [mailto:xxxxxxxx.xxxxxx@xxxxx.xxx]

Sent: Monday, July 27, 2020 5:40 PM

To: John V. Kelly, III <xxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>

Subject: Re: Work in progress brand identity for NCIDC

Hi John,

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Equity is the more enlightened position, but take a look at the link below and share your thoughts.

This link does a good job explaining.

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Commissioner John V. Kelly, III

Director, Department of Public Affairs & Health

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From: Christine Villanueva [mailto:xxxxxxxxx.xxxxxx@xxxxx.xxx]

Sent: Monday, July 27, 2020 1:39 PM

To: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>

Cc: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Subject: Work in progress brand identity for NCIDC

Hi Courtney,

Attached is the WIP brand identity document for your reference.

We can consider it a working document until we all align on the core components and statements.

I included both a pdf that keeps the formatting, and the word file that you can edit and send back. Or we can continue to refine it through google docs if that's easier.

The brand identity includes the key elements with a short explanation for each, followed by **the actual statement in bold**, including: Purpose. Vision. Mission. Promise. Values. Principles. Credo. Personality. Audience. Manifesto.

The last page is a placeholder for our 2020 goals, 30-60-90 day plan, and goals for 2021 and 2022.

Enjoy! And let me know what you think... close? almost there? totally off?

<Nutley Cultural Inclusion and Diversity Council Brand 7.27.2020
redlined_CV.docx>

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<Nutley Cultural Inclusion and Diversity Council Brand 7.27.2020
redlined_CV.docx>

From: [John V. Kelly, III](#)
To: [A Q](#)
Cc: [Alan Genitempo](#); [Courtney Johnson](#)
Subject: Re: Petition to Rename the Nutley-Belleville Columbus Day Parade/Remove Christopher Columbus Statue
Date: Tuesday, August 4, 2020 2:35:19 PM

Thank you for reaching out. I am happy to work with you on this or any issue.

The Columbus Day parade is organized and paid for by an independent organization. In fact, all parades are. We have no power to change the name I, and you'd have reach out to the Nutley Belleville Columbus Day parade committee, a 501(c)3, and ask them.

As to the statue, my position is that we as a community should be constructive rather than destructive. We also have monuments to Martin Luther King, Jr., John F. Kennedy, among others. If we took down a statue every time someone complained we would have nothing to celebrate or honor. No monument is erected to celebrate anyone's shortcomings as a human, but their contributions to humankind.

If you or a group is interested in erecting a statue or monument that is more representative of your culture and heritage, I am happy to work with you. Like I said we as a community should be constructive and not destructive.

Best,
John

Sent from my iPhone

On Aug 3, 2020, at 12:04 PM, A Q <xxxxxxxxx.x.xxxxxxxx@xxxxx.xxx> wrote:

Dear Commissioner John V. Kelly, III,

I wanted to start off by first thanking you and the Board of Commissioners for the creation of the Cultural Inclusion and Diversity Counsel. As a daughter of immigrants, I look forward to the positive initiatives that may come from it. Today I am writing to you about something that is more symbolic, though still just as important. I would like to ask for your support in renaming the Nutley-Belleville Columbus Day Parade as well as removing the Christopher Columbus statue that resides in front of town hall. Towards the end of June, I had decided to create an online petition in favor of this. As of today, the petition has received nearly 2,300 signatures.

I had initially planned to reach out much sooner than this, but seeing how heavily escalated both sides of the conversation became – online and in person – I decided to take the time to do some more research. I really wanted to better understand the Italian American perspective when it came to defending Christopher Columbus. Nutley has a very large Italian community, and I realize that all of our Board of Commissioners also are, or have been, members of Nutley UNICO, as well as yourself having previously served on the Nutley-Belleville Columbus Day Parade Committee.

My intention has never been to dismiss or erase anyone's culture or experiences, and I'm

grateful that some of the people closest to me – who are of Italian descent – were able to further educate me on the complex history behind Columbus. I understand that for some, Columbus is considered to be “the first immigrant”, and is a symbol of coming to America and being proud of it. Many of the statues that were erected of Christopher Columbus during the early 20th century, along with the national holiday, were heavily opposed by the Ku Klux Klan. That violence, discrimination, and unjust villainization that Italians were subjected to during that period of American history is unacceptable, and I realize that Columbus’ existence in the United States is deeper than just a statue or parade. The intention of these monuments was to uplift and validate the Italian American experience. I acknowledge and respect that history.

In fact, as a once marginalized community, I would hope that Italian Americans can empathize with what Columbus represents to the indigenous communities of the Americas, as well as the Latino/Hispanic community, particularly from the Caribbean. Having served for the Spanish government, Columbus is considered to be the face of colonization. The way that Latin America exists today is largely shaped by Spain as the effects of colonialism are still as prevalent as ever. The native people of the Americas have had almost everything taken away from them. Language, land, and lives. This is something that, to some degree, Italian Americans can relate to when they look back on the hostility Italian immigrants dealt with in regards to assimilation in the United States. They faced terrible discrimination, loss of language, and loss of lives. To the Latino/Hispanic community, having a Columbus statue is like having a statue in the center of town dedicated to the people who lynched Italian Americans in New Orleans.

With regard to the parade, I realize that this may be a complicated request because the parade also runs through Belleville. But I would hope that both towns can come to understand why it should be renamed. I do not wish for the parade to be canceled, as I know that it occurs during Italian Heritage month. However, there is no reason that it cannot be renamed to something that better and more positively represents that heritage. At the same time, Columbus Day itself could be designated “Italian Heritage Day,” celebrating the contributions of all Italians to this country.

The same can be said for the Columbus statue. I am aware that it was commissioned by Nutley UNICO, and therefore did not use taxpayer money. However, it is situated on public town property. Therefore, it is not necessarily up to Nutley UNICO to decide on its removal, though I would hope that they could understand why it should be as well. I’m not asking the statue to be destroyed, as I do think former memorializations of problematic – and in this case awful – people should be placed somewhere like a museum for future generations to learn about. However, since Nutley UNICO did pay for it, I believe that it is more than fair to leave it up to their discretion. I am simply asking for my town, and ideally my country, to not publicly erect statues that glorify and celebrate people that represent enslavement, genocide, and oppression.

As society progresses and we become more aware of the realities of Columbus’ negative impact on other communities, they also become symbols of pain. This is especially true in regards to the Nutley statue, seeing as it was commissioned only 20 years ago, in the year 2000.

Having a statue, or any form of public art, in front of our town hall holds a very symbolic and powerful meaning. It is there as a representation of Nutley. As I previously mentioned, I know that this town has a large Italian community, and that is certainly something to be proud of. As

our town's demographic continues to change and diversify, I believe that we should also have symbols that are more inclusive to everyone, since for many – particularly the indigenous and Hispanic/Latino community – Columbus represents a painful part of their history. The same can be said for the parade. I think that we as people, and a community, can do better when it comes to celebrating historical figures and cultures. I hope that you will come to agree.

Attached to this email is a PDF of the 2,285 signatures of those that have signed in support of the petition. Below I have also added a link to the live petition. In order to be transparent, I do want to note that since this petition is online, it does allow for anyone to sign it and therefore not every signature is from a Nutley resident. I hope that only proves how widely supported this request is. Many of these non-resident signatures are from other neighboring towns, or past Nutley residents as well.

I want to thank you for taking the time to hear me out. I hope to hear from you soon.

Best,
Alexandra Quintana
212 Franklin Avenue
Nutley, NJ 07110

Online Petition: <http://chng.it/cW8CJ5kq>

<Rename Nutley-Belleville Columbus Day Parade - Remove Christopher Columbus Statue Petition.pdf>

From: [Courtney Johnson](#)
To: [John V. Kelly, III](#)
Subject: Re: Petition to Rename the Nutley-Belleville Columbus Day Parade/Remove Christopher Columbus Statue
Date: Monday, August 3, 2020 9:23:12 PM

I had a long conversation with Eileen Conte yesterday about this and other concerns she had about the NCIDC, when you have an opportunity tomorrow give me a call so we can chat about my convo with her and to share my thoughts about the renaming/removal.

Spread love wherever you go. Let no one come to you without leaving happier. ~ Mother Theresa

On Aug 3, 2020, at 2:00 PM, John V. Kelly, III
<xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx> wrote:

Thoughts?

Sent from my iPhone

Begin forwarded message:

From: A Q <xxxxxxxxxx.xxxxxxxxxx@xxxxx.xxx>
Date: August 3, 2020 at 12:04:30 PM EDT
To: "John V. Kelly, III" <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Subject: **Petition to Rename the Nutley-Belleville Columbus Day Parade/Remove Christopher Columbus Statue**

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I had initially planned to reach out much sooner than this, but seeing how heavily escalated both sides of the conversation became – online and in person – I decided to take the time to do some more research. I really wanted to better understand the Italian American perspective when it came to defending Christopher Columbus. Nutley has a very large Italian community, and I realize that all of our Board of Commissioners also are, or have been, members of Nutley UNICO, as well as yourself having previously served on the Nutley-Belleville Columbus Day Parade Committee.

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<Rename Nutley-Belleville Columbus Day Parade - Remove Christopher Columbus Statue Petition.pdf>

From: xxxxxxxx@xxxxxxxx.xxx
To: [John V. Kelly, III](#)
Subject: Re: Petition to Rename the Nutley-Belleville Columbus Day Parade/Remove Christopher Columbus Statue
Date: Monday, August 3, 2020 9:16:05 PM

I talked about this on Saturday with

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Date: August 3, 2020 at 12:04:30 PM EDT
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Online Petition: <http://chnng.it/cW8CJ5kq>

<Rename Nutley-Belleville Columbus Day Parade - Remove Christopher Columbus Statue Petition.pdf>

From: [John V. Kelly, III](#)
To: [Courtney Johnson](#)
Subject: Fwd: Petition to Rename the Nutley-Belleville Columbus Day Parade/Remove Christopher Columbus Statue
Date: Monday, August 3, 2020 2:00:08 PM
Attachments: [Rename Nutley-Belleville Columbus Day Parade - Remove Christopher Columbus Statue Petition.pdf](#)
[ATT00001.htm](#)

Thoughts?

Sent from my iPhone

Begin forwarded message:

From: A Q <xxxxxxxxx.xxxxxxxxx@xxxxx.xxx>
Date: August 3, 2020 at 12:04:30 PM EDT
To: "John V. Kelly, III" <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Subject: **Petition to Rename the Nutley-Belleville Columbus Day Parade/Remove Christopher Columbus Statue**

Dear Commissioner John V. Kelly, III,

I wanted to start off by first thanking you and the Board of Commissioners for the creation of the Cultural Inclusion and Diversity Counsel. As a daughter of immigrants, I look forward to the positive initiatives that may come from it. Today I am writing to you about something that is more symbolic, though still just as important. I would like to ask for your support in renaming the Nutley-Belleville Columbus Day Parade as well as removing the Christopher Columbus statue that resides in front of town hall. Towards the end of June, I had decided to create an online petition in favor of this. As of today, the petition has received nearly 2,300 signatures.

I had initially planned to reach out much sooner than this, but seeing how heavily escalated both sides of the conversation became – online and in person – I decided to take the time to do some more research. I really wanted to better understand the Italian American perspective when it came to defending Christopher Columbus. Nutley has a very large Italian community, and I realize that all of our Board of Commissioners also are, or have been, members of Nutley UNICO, as well as yourself having previously served on the Nutley-Belleville Columbus Day Parade Committee.

My intention has never been to dismiss or erase anyone's culture or experiences, and I'm grateful that some of the people closest to me – who are of Italian descent – were able to further educate me on the complex history behind Columbus. I understand that for some, Columbus is considered to be "the first immigrant", and is a symbol of coming to America and being proud of it. Many of the statues that were erected of Christopher Columbus during the early 20th century, along with the national holiday, were heavily opposed by the Ku Klux Klan. That violence, discrimination, and unjust villainization that Italians were subjected to during that period of American history is unacceptable, and I realize that Columbus' existence in the United States is deeper than just a statue or parade. The intention of these monuments was to uplift and validate the Italian American experience. I acknowledge and respect that history.

In fact, as a once marginalized community, I would hope that Italian Americans can empathize with what Columbus represents to the indigenous communities of the Americas, as well as the Latino/Hispanic community, particularly from the Caribbean. Having served for the Spanish government, Columbus is considered to be the face of colonization. The way that Latin America exists today is largely shaped by Spain as the effects of colonialism are still as prevalent as ever. The native people of the Americas have had almost everything taken away from them. Language, land, and lives. This is something that, to some degree, Italian Americans can relate to when they look back on the hostility Italian immigrants dealt with in regards to assimilation in the United States. They faced terrible discrimination, loss of language, and loss of lives. To the Latino/Hispanic community, having a Columbus statue is like having a statue in the center of town dedicated to the people who lynched Italian Americans in New Orleans.

With regard to the parade, I realize that this may be a complicated request because the parade also runs through Belleville. But I would hope that both towns can come to understand why it should be renamed. I do not wish for the parade to be canceled, as I know that it occurs during Italian Heritage month. However, there is no reason that it cannot be renamed to something that better and more positively represents that heritage. At the same time, Columbus Day itself could be designated "Italian Heritage Day," celebrating the contributions of all Italians to this country.

The same can be said for the Columbus statue. I am aware that it was commissioned by Nutley UNICO, and therefore did not use taxpayer money. However, it is situated on public town property. Therefore, it is not necessarily up to Nutley UNICO to decide on its removal, though I would hope that they could understand why it should be as well. I'm not asking the statue to be destroyed, as I do think former memorializations of problematic – and in this case awful – people should be placed somewhere like a museum for future generations to learn about. However, since Nutley UNICO did pay for it, I believe that it is more than fair to leave it up to their discretion. I am simply asking for my town, and ideally my country, to not publicly erect statues that glorify and celebrate people that represent enslavement, genocide, and oppression.

As society progresses and we become more aware of the realities of Columbus' negative impact on other communities, they also become symbols of pain. This is especially true in regards to the Nutley statue, seeing as it was commissioned only 20 years ago, in the year 2000.

Having a statue, or any form of public art, in front of our town hall holds a very symbolic and powerful meaning. It is there as a representation of Nutley. As I previously mentioned, I know that this town has a large Italian community, and that is certainly something to be proud of. As our town's demographic continues to change and diversify, I believe that we should also have symbols that are more inclusive to everyone, since for many – particularly the indigenous and Hispanic/Latino community – Columbus represents a painful part of their history. The same can be said for the parade. I think that we as people, and a community, can do better when it comes to celebrating historical figures and cultures. I hope that you will come to agree.

Attached to this email is a PDF of the 2,285 signatures of those that have signed in support of the petition. Below I have also added a link to the live petition. In order to be transparent, I do want to note that since this petition is online, it does allow for anyone to sign it and therefore not every signature is from a Nutley resident. I hope that only proves how widely supported this request is. Many of these non-resident signatures are from other neighboring towns, or

past Nutley residents as well.

I want to thank you for taking the time to hear me out. I hope to hear from you soon.

Best,
Alexandra Quintana
212 Franklin Avenue
Nutley, NJ 07110

Online Petition: <http://chnq.it/cW8CJ5kq>

From: [Christine Villanueva](#)
To: [Courtney Johnson](#); [John V. Kelly, III](#)
Subject: Re: Work in progress brand identity for NCIDC
Date: Sunday, August 2, 2020 2:21:02 PM
Attachments: [Nutley Cultural Inclusion and Diversity Council Brand 8.02.2020.docx](#)

Hi Courtney, John,

I made revisions to the brand identity. I simplified it and deleted a couple sections for the time being. What we have is very strong and clear. As a living document, we can adjust and build as needed.

If you recall, we were looking for a "C" word to convey the notion of building trust / credibility. After many fruitless searches I went with "Connect - Build trust." It works in context and makes sense, but open to suggestions as always.

Take a look and let me know what you think,
Christine

On Mon, Jul 27, 2020 at 9:00 PM Courtney Johnson <[xxxxxxxx@xxxxxxxx](#)> wrote:
I will wait on your revisions to see what you come up with, I have a few things I would like to add. Thank you again Christine.

On Jul 27, 2020, at 8:47 PM, Christine Villanueva
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Commissioner John V. Kelly, III

Director, Department of Public Affairs & Health

Township of Nutley, NJ

(973) 284-4972 Office

Cell

(973) 661-9411 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

From: Christine Villanueva [mailto:xxxxxxxxx.xxxxxx@xxxxx.xxx]

Sent: Monday, July 27, 2020 5:40 PM

To: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxxx@xxxxxxxxx.xxx>

Cc: Courtney Johnson <xxxxxxxxx@xxxxxxxxx.xxx>

Subject: Re: Work in progress brand identity for NCIDC

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<Nutley Cultural Inclusion and Diversity Council Brand 7.27.2020
redlined_CV.docx>

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From: [John V. Kelly, III](#)
To: [Lisa Bellis](#)
Cc: [Courtney Johnson](#)
Subject: Re: Diversity council and question for Commissioner Kelly
Date: Friday, July 31, 2020 1:47:53 PM

Was your email really a question or were you just making a statement, or an assumption.

I spoke with both individuals and read the police reports.

I don't view this personal issue as a disqualification. Moreover, there is no perfect person and as one of the more popular lines from the Bible reads: whoever is without sin can cast the first stone.

If these personal matters affects the work of the NCIDC, then I have no issues with dismissing that individual or any individual for that matter.

If you have any other questions or need clarification on any issues let me know. I am happy to discuss.

John

Sent from my iPhone

On Jul 31, 2020, at 1:32 PM, Lisa Bellis <xxxxxxxx@xxxxx.xxx> wrote:

Commissioner Kelly.

I think you missed the current restraining order put in place by one of our school parents against her. I'm sure you can find out about that as a commissioner but why bother it's politics as usual here in Nutley. Congratulations on fitting in with your answers you sound like a real politician. I wish I knew this before I voted for you that won't happen again nor will any of us from Yantacaw we won't forget in 4 years. All the Best

On Fri, Jul 24, 2020 at 4:49 PM John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx> wrote:

I can assure you that any action I take is in the best interest of all residents of the Township. I am not so easily swayed by personal agendas. I have made it clear to all involved in the NCIDC that it is ok to have and be involved in your personal agendas, however, when you sit on the NCIDC you do so as a representative of the Township and that we are coming together bring about a more inclusive temperament.

Prior to allowing Janice to sit on the board we spoke with her. I also spoke with other individuals involved with the Yantacaw PTO. I vet and research everyone, and I am aware of individuals' shortcomings. I believe in seeing people for their actions. If she has a past it did not involve me. I believe no one is perfect and as the bible says he who is without sin cast the first stone. Janice has,

thus far, displayed an eagerness to help with the mission of the NCIDC. However, if that changes or if she manifest nefarious intentions, I have no issues with asking her to leave.

The only posts on social media that I have seen from Janice request ideas and input from people and as examples she used curriculum and hiring practices.

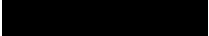
I hope that I have addressed your concerns. If I can be clearer or if you have any other concerns do not hesitate to reach out to me.

Commissioner John V. Kelly, III

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From: Lisa Bellis [mailto:xxxxxxxxx@xxxxx.xxx]

Sent: Friday, July 24, 2020 4:30 PM

To: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Subject: Diversity council and question for Commissioner Kelly

Commissioner Kelly,

I believe you need to do research before you appoint people to a board

take for instance Janice Ng Fraser she has repeatedly said that this board will change policy in our school system. She has posted it and made it very public to us yantacaw parents voting parents that voted for you that she has an agenda and a curriculum to pass with this council she runs? What does she mean? Did you even look into why she was removed from our yantacaw PTO board? Every chance she gets she goes on and on that she will change policy in town and in our schools. She says you will go along with her idea well i'm sure me and many parents will not be supporting you in the next election. Thank you for your time in this matter.

From: [Christine Villanueva](#)
To: [John V. Kelly, III](#)
Cc: [Courtney Johnson](#)
Subject: Re: Work in progress brand identity for NCIDC
Date: Monday, July 27, 2020 8:47:48 PM
Attachments: [Nutley Cultural Inclusion and Diversity Council Brand 7.27.2020 redlined_CV.docx](#)

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Sent: Monday, July 27, 2020 5:40 PM
To: John V. Kelly, III <[xxxxxxxxxxxxxxxxxxxxxx@xxxxxxxxxx.xxx](#)>
Cc: Courtney Johnson <[xxxxxxxxxx@xxxxxxxxxx.xxx](#)>
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Cc: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxxxxx>

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Subject: Re: Work in progress brand identity for NCIDC
Date: Monday, July 27, 2020 8:47:47 PM
Attachments: [Nutley Cultural Inclusion and Diversity Council Brand 7.27.2020 redlined_CV.docx](#)

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To: [Christine Villanueva](#); [Courtney Johnson](#)
Subject: RE: Work in progress brand identity for NCIDC
Date: Monday, July 27, 2020 5:20:13 PM
Attachments: [Nutley Cultural Inclusion and Diversity Council Brand 7.27.2020 redlined.docx](#)

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Subject: Work in progress brand identity for NCIDC
Date: Monday, July 27, 2020 1:38:36 PM
Attachments: [Nutley Cultural Inclusion and Diversity Council Brand 7.27.2020.pdf](#)
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Date: Friday, July 24, 2020 4:49:28 PM

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From: Lisa Bellis [mailto:xxxxxxxxx@xxxxx.xxx]
Sent: Friday, July 24, 2020 4:30 PM
To: John V. Kelly, III <xxxxxxxxxxxxxxxxx@xxxxxxxxx.xxx>
Subject: Diversity council and question for Commissioner Kelly

Commissioner Kelly,
I believe you need to do research before you appoint people to a board take for instance Janice Ng Fraser she has repeatedly said that this board will change policy in our school system. She has posted it and made it very

public to us yantacaw parents voting parents that voted for you that she has an agenda and a curriculum to pass with this council she runs? What does she mean? Did you even look into why she was removed from our yantacaw PTO board? Every chance she gets she goes on and on that she will change policy in town and in our schools. She says you will go along with her idea well i'm sure me and many parents will not be supporting you in the next election. Thank you for your time in this matter.

From: [John V. Kelly, III](#)
To: [Eileen Conte](#)
Cc: [Courtney Johnson](#)
Subject: RE: Diversity Council
Date: Friday, July 24, 2020 4:35:50 PM

I am passing your information along to Courtney Johnson who is leading the Council

Commissioner John V. Kelly, III

Director, Department of Public Affairs & Health

Township of Nutley, NJ

(973) 284-4972 Office

 Cell

(973) 661-9411 Fax

www.nutleynj.org

 **Please consider the environment before printing this email.**

From: Eileen Conte [mailto:xxxxxxxxxxxx@xxxxxxx.xxx]
Sent: Friday, July 24, 2020 3:17 PM
To: John V. Kelly, III <xxxxxxxxxxxxxxxx@xxxxxxx.xxx>
Subject: Fwd: Diversity Council

Get [Outlook for Android](#)

From: Eileen Conte <xxxxxxxxxxxx@xxxxxxx.xxx>
Sent: Friday, July 24, 2020, 3:04 PM
To: [xxxxxxxxxxxxxxxx@xxxxxxx.xxx](#)
Subject: Diversity Council

Is there anything I can do to help with this effort? I have lived in Nutley for almost 30 years.
Eileen Conte
108 Stratford Drive

Get [Outlook for Android](#)

From: [Joseph Curcio](#)
To: [John V. Kelly, III](#)
Cc: [Wifey](#); [Courtney Johnson](#); [Daria Weedo](#)
Subject: Re: Diversity and inclusion
Date: Wednesday, July 22, 2020 12:02:18 PM

Thank you for your time

Joe Curcio

Sent from my iPhone

On Jul 22, 2020, at 11:50 AM, John V. Kelly, III
<xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx> wrote:

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Cc: Wifey <xxxxxxxx@xxxxx.xxx>; Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>;
Daria Weedo <xxxxxxxx@xxxxx.xxx>
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To: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Cc: Wifey <xxxxxxxx@xxxxx.xxx>; Courtney Johnson

<xxxxxxxx@xxxxxxxx.xxx>; Daria Weedo <xxxxxxxx@xxxxx.xxx>

Subject: Re: Diversity and inclusion

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It feels like the entire democratic process to start this committee was not honored at all.

Also I hope you understand I think this committee is a wonderful thing but I think the process of how it was put together and being run thus far is not inclusive at all.

Who are these people?

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To: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Cc: Wifey <xxxxxxxx@xxxxx.xxx>; Courtney Johnson

<xxxxxxx@xxxxxxxx.xxx>; Daria Weedo

<xxxxxxx@xxxxx.xxx>

Subject: Re: Diversity and inclusion

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What makes any of them any better or worse than anyone else?

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Again I think you're starting this out entirely wrong, and as a taxpayer I demand these meetings be open to the public considering you're calling it an inclusive committee.

How do we make this happen?? Considering everything is done virtually that should be very easy .

Please let me know

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The comments you included are extremely troubling. However, I cannot be a social media monitor, and people are afforded their first amendment rights. However, in anticipation of potentially troubling comments both in person and online, I issued the following statement several weeks ago:

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I encourage everyone to speak their mind in a respectful manner on any issue and engage in honest dialog. However, it is vital

that we do so without resorting to insults and hate speech. Such conduct only serves to further divide us. We are a great community and such language and conduct only serves to detract from our prominence regardless of the righteousness of the issue you support.

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<image0.jpeg>

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499 centre street

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499 centre street

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Sent: Tuesday, July 21, 2020 3:56 PM

To: John V. Kelly, III <xxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Cc: Wifey <xxxxxxxxxx@xxxxx.xxx>; Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>;

Daria Weedo <xxxxxxxx@xxxxx.xxx>

Subject: Re: Diversity and inclusion

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Joseph Curcio
499 centre street

Sent from my iPhone

From: [Joseph Curcio](#)
To: [John V. Kelly, III](#)
Cc: [Wifey](#); [Courtney Johnson](#); [Daria Weedo](#)
Subject: Re: Diversity and inclusion
Date: Tuesday, July 21, 2020 5:35:52 PM

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Also Mike Celona has a undergraduate degree in film and communications. NOT A masters and certainly not in anything relating to inclusion and diversity. And none of his work experience has anything to do with diversity and inclusion . He's a film editor. But he's more qualified than any other citizen in our township??

And this is exactly my point . How did Mr Celona who has only lived in Nutley for 9 years get in this committee ??? According to what I've researched he is in film production not anything having to do with this committee relating to inclusion and diversity or culture. Not even sociology. He's a film major !!! And that's only the first person I've researched.

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499 centre street

Sent from my iPhone

From: [Joseph Curcio](#)
To: [John V. Kelly, III](#)
Cc: [Wifey](#); [Courtney Johnson](#); [Daria Weedo](#)
Subject: Re: Diversity and inclusion
Date: Tuesday, July 21, 2020 5:21:45 PM

Also Mike Celona has a undergraduate degree in film and communications. NOT A masters and certainly not in anything relating to inclusion and diversity. And none of his work experience has anything to do with diversity and inclusion . He's a film editor. But he's more qualified than any other citizen in our township??

And this is exactly my point . How did Mr Celona who has only lived in Nutley for 9 years get in this committee ??? According to what I've researched he is in film production not anything having to do with this committee relating to inclusion and diversity or culture. Not even sociology. He's a film major !!! And that's only the first person I've researched.

So let's start with Mr Cleona. Please justify his vast expertise that qualifies him to be on this committee as it relates to inclusion and diversity.

Thank you

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Cc: Wifey <xxxxxxxxxxx@xxxxx.xxx>; Courtney Johnson
<xxxxxxxx@xxxxxxxx.xxx>; Daria Weedo <xxxxxxxx@xxxxx.xxx>

Subject: Re: Diversity and inclusion

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It feels like the entire democratic process to start this committee was not honored at all.

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Sent from my iPhone

From: [John V. Kelly, III](#)
To: [Joseph Curcio](#)
Cc: [Wifey](#); [Courtney Johnson](#); [Daria Weedo](#)
Subject: RE: Diversity and inclusion
Date: Tuesday, July 21, 2020 4:16:52 PM

Again, this committee is no different than any other township committee.

Again, I never said this committee is advising on policy. If you re-read this email thread the first person who mentioned the word policy is you.

Again, the only individuals who will be deciding town policy are the elected commissioners.

The creation of this committee absolutely followed the democratic process as all 5 duly elected commissioners unanimously voted for its creation.

I never said, that having a degree was a requirement. I simply stated what some commonalities committee members possess and bring to the table.

Mr. Johnson works for the Public Affairs Department, which I am elected to lead. He and all those who work here assist me in carrying out my duties as commissioner. Mr. Johnson and I are in constant communication regarding this Council and other issues ranging from veterans affairs, health department issues, and more.

I have solicited participation from the entire township at a BOC meeting and I can assure you that no one was selected because of who they know.

I understand your concerns, but in this instance I don't agree that they are justified.

Commissioner John V. Kelly, III

Director, Department of Public Affairs & Health

Township of Nutley, NJ

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Cc: Wifey <xxxxxxxx@xxxxx.xxx>; Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>; Daria Weedo <xxxxxxxx@xxxxx.xxx>

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Cc: [Courtney Johnson](#)
Subject: RE: Diversity and inclusion
Date: Tuesday, July 21, 2020 2:21:37 PM

I agree, I think it is important to have and share differing perspectives including those who have disabilities.

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John- what are your comments regarding the inclusion of people with disabilities ? We struggle daily to be heard and will not be dismissed.

You cannot have an inclusion group and pick and chose who to care about.

Kind thanks,

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As a citizen of Nutley, I hope this situation finds resolve.

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Thank you

Joseph Curcio
499 centre street

Sent from my iPhone

From: [John V. Kelly, III](#)
To: [Courtney Johnson](#)
Subject: FW: Diversity Council
Date: Tuesday, July 21, 2020 2:09:10 PM

Reach out to see if it is worthwhile to pursue their assistance.

Commissioner John V. Kelly, III

Director, Department of Public Affairs & Health
Township of Nutley, NJ
(973) 284-4972 Office
[REDACTED] Cell
(973) 661-9411 Fax
www.nutleynj.org

 **Please consider the environment before printing this email.**

From: Theresa Torres [mailto:xxxxxxx.xxxxxx@xxxxxxxxxxxxxxxxxxxxxxx.xxx]
Sent: Tuesday, July 21, 2020 1:28 PM
To: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx>
Subject: Diversity Council

Commissioner Kelly,

Reaching out as I have worked in the Diversity, Equity and Inclusion field for over 20 years. I currently work at Diversity Best Practices as a Global Advisory, consulting with companies and non-profits on diversity strategies and solutions. We have been working very closely with many organizations on how to facilitate courageous conversations, mitigate bias and increase Allyship.

I would be more than happy to help in any way I can. Please let me know. TT

Theresa Torres
Senior Director, Global Member Relationship Services

Diversity Best Practices
2 Park Avenue | New York, NY 10016
Office: 212-219-7416
Cell: [REDACTED]

Email: xxxxxxx.xxxxxx@xxxxxxxxxxxxxxxxxxxxxxx.xxx
pronouns: she/her/hers
www.diversitybestpractices.com
Sign up for [Diversity in the News](#)

From: [Daria Weedo](#)
To: [John V. Kelly, III](#)
Cc: [Courtney Johnson](#)
Subject: Re: Diversity and inclusion
Date: Tuesday, July 21, 2020 12:04:05 PM

John- what are your comments regarding the inclusion of people with disabilities ? We struggle daily to be heard and will not be dismissed.

You cannot have an inclusion group and pick and chose who to care about.

Kind thanks,

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Thank you for reaching out. Is there anyone you would like to nominate to be a part of the council?

Sent from my iPhone

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To: [John V. Kelly, III](#)
Cc: [Wifey](#); [Courtney Johnson](#); [Daria Weedo](#)
Subject: Re: Diversity and inclusion
Date: Tuesday, July 21, 2020 11:58:52 AM

Again ridiculous you're telling me as a tax payer I'm not allowed to be a part of a meeting for a new committee ??????

What qualifications were used to pick these candidates ? What makes any of them any better or worse than anyone else?

Also are these members of this council going to have a say in making policy for the township ? From your comments that sounds like a yes.

Again I think you're starting this out entirely wrong, and as a taxpayer I demand these meetings be open to the public considering you're calling it an inclusive committee.

How do we make this happen?? Considering everything is done virtually that should be very easy .

Please let me know

Thank you

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I encourage everyone to speak their mind in a respectful manner on any issue and engage in honest dialog. However, it is vital that we do so without resorting to insults and hate speech. Such conduct only serves to further divide us. We are a great community and such language and conduct only serves to detract from our prominence regardless of the righteousness of the issue you support.

As Commissioner, I will not tolerate, condone, encourage or support anyone who is disrespectful, or uses hate speech or personal insults to or against another individual. Regardless of the number of differing voices and opinions there are, we are all neighbors and one great community that can come together notwithstanding differing opinions. Let's continue to keep Nutley a great community and not tarnish its name by engaging in any sort of disrespectful conduct.

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Sent from my iPhone

From: [John V. Kelly, III](#)
To: [Daria Weedo](#)
Cc: [Courtney Johnson](#)
Subject: Re: Diversity and inclusion
Date: Tuesday, July 21, 2020 11:53:38 AM

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Sent from my iPhone

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Sent from my iPhone

From: [John V. Kelly, III](#)
To: [Joseph Curcio](#)
Cc: [Wifey](#); [Courtney Johnson](#)
Subject: Re: Diversity and inclusion
Date: Tuesday, July 21, 2020 11:48:14 AM

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<image1.jpeg>

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From: xxxxxxxxxxxxxxxx@xxxxxxxx.xxx
To: [Joseph Curcio](#)
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Subject: Re: Diversity and inclusion
Date: Tuesday, July 21, 2020 11:39:19 AM

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Joseph Curcio
499 centre street

Sent from my iPhone

From: [Courtney Johnson](#)
To: [John V. Kelly, III](#)
Subject: Fwd: follow-up contact reminder TY
Date: Friday, July 17, 2020 11:00:12 PM

FYI

Sent from my iPhone

Begin forwarded message:

From: Deborah Ann Tripoldi <xxxxxxxxx@xxxxxx.xxx>
Date: July 17, 2020 at 3:03:14 PM EDT
To: Courtney Johnson <xxxxxxxxx@xxxxxxxxx.xxx>
Subject: follow-up contact reminder TY

Courtney, thank you for taking the time to talk with me today and for the clarification.

I would like to talk with Christine soon about the Council. I would like to write a follow-up story very soon because honestly, right now there is no culture in a Cultural Inclusion and Diversity Council story. Again, I do understand why and I'm not asking to put or even mention those groups or any groups not mentioned. I just want the residents to see what they will expect from this council, in terms of all that will be and can be represented. I'm hoping to get that idea relayed from Christine to have a rounded follow-up story.

I am willing to work with you and the council.

Thank you,
Deborah Ann Tripoldi
[xxxxxxxxx@xxxxxx.xxx](#)
TAPinto Nutley
[REDACTED] (cell)
973-235-0232 (landline)

From: [Courtney Johnson](#)
To: [Meredith Blank](#)
Cc: [John V. Kelly, III](#)
Subject: Re: Response to Nutley Citizens Post
Date: Friday, July 17, 2020 6:30:48 PM

Thank you both, the response is good and correctly addresses the miscommunication. Right now the story isn't getting any traction on Nutley Citizens Community or anywhere else. Again, thanks and have a great weekend!

On Jul 17, 2020, at 4:20 PM, Meredith Blank <xxxxxx@xxxxxxxx.xxx> wrote:

I totally agree, sounds like a plan.
Have a great weekend gentlemen!

Meredith Blank, CMR | *Registrar of Vital Statistics*

Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2424 Office
(973) 661-9411 Fax
www.nutleynj.org

 **Please consider the environment before printing this email.**

From: John V. Kelly, III
Sent: Friday, July 17, 2020 4:19 PM
To: Meredith Blank <xxxxxx@xxxxxxxx.xxx>
Cc: Courtney Johnson <xxxxxx@xxxxxxxx.xxx>
Subject: RE: Response to Nutley Citizens Post

That sounds good. I am going to hold it for now. I am going to wait and see if it just fades into the background noise of Facebook. If it starts getting traction then I post the response. I don't want to call attention to it if we don't have to.

Commissioner John V. Kelly, III

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From: Meredith Blank

Sent: Friday, July 17, 2020 4:15 PM

To: John V. Kelly, III <xxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>

Subject: Re: Response to Nutley Citizens Post

I think it is good but the sentence explaining where the drag queen comment should be reworded

As an example of this, Mr. Johnson explained a group that brings drag queens to school reached out to him.

Perhaps it could read something like, Mr Johnson explained that he was contacted by a group whose mission is to bring individuals that dress in drag to schools to educate them about the culture...

or something of that nature.

Sent from my iPhone

On Jul 17, 2020, at 3:58 PM, John V. Kelly, III
<xxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx> wrote:

Should we post the following response?

Mr. Johnson and myself were taken aback by the quote attributed to him in the TapInto article. The quote was the result of a miscommunication that occurred between Mr. Johnson and the TapInto reporter, where Mr. Johnson was explaining the sheer number of groups that reached out to us to see how they can assist the Nutley Cultural Inclusion and Diversity Council's mission. As an example of this, Mr. Johnson explained a group that brings drag queens to school reached out to him. This is not a vision or goal of this committee. When Mr. Johnson and myself learned of this miscommunication, we immediately reached out to TapInto. John Lee and the TapInto staff acted swiftly to correct the miscommunication, and the article currently reflects this. I want to thank John Lee and his staff at TapInto Nutley for being so easy to work with.

-John

Commissioner John V. Kelly, III

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 Please consider the environment before printing this email.

From: Meredith Blank

Sent: Friday, July 17, 2020 4:15 PM

To: John V. Kelly, III <xxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>

Subject: Re: Response to Nutley Citizens Post

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Sent from my iPhone

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Township of Nutley, NJ

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From: [Meredith Blank](#)
To: [John V. Kelly, III](#)
Cc: [Courtney Johnson](#)
Subject: RE: Response to Nutley Citizens Post
Date: Friday, July 17, 2020 4:20:21 PM

I totally agree, sounds like a plan.
Have a great weekend gentlemen!

Meredith Blank, CMR | *Registrar of Vital Statistics*

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(973) 661-9411 Fax
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Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>
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To: [Meredith Blank](#)
Cc: [Courtney Johnson](#)
Subject: RE: Response to Nutley Citizens Post
Date: Friday, July 17, 2020 4:18:34 PM

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From: [John V. Kelly, III](#)
To: [Courtney Johnson](#)
Subject: RE: Email to John Lee TAPintoNutley
Date: Friday, July 17, 2020 4:05:20 PM

Looks good.

Commissioner John V. Kelly, III

Director, Department of Public Affairs & Health
Township of Nutley, NJ
(973) 284-4972 Office
[REDACTED] Cell
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From: Courtney Johnson
Sent: Friday, July 17, 2020 12:06 PM
To: John V. Kelly, III <xxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Subject: Email to John Lee TAPintoNutley

At this time this email is unsent.

Good afternoon John, I hope that when you get this email all is well. I would like to express my gratitude for the revisions made to the TAPintoNutley article "New Nutley Public Affairs director creates a Cultural Inclusion and Diversity Council." TAPintoNutley is an essential instrument in fulfilling the council's mission and vision to affect change for all people within the community positively. Thus, your assistance in delivering that message is vital. Once again, I thank you for the revisions that reflect our purpose and intent and look forward to working with you in the future.

Warmest regards,

Courtney L. Johnson
cell# [REDACTED]

From: [John V. Kelly, III](#)
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Subject: Response to Nutley Citizens Post
Date: Friday, July 17, 2020 3:58:07 PM

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From: xxxxxxx@xxxxxxx.xxx
To: [John V. Kelly](#)
Subject: Email to John Lee TAPintoNutley
Date: Friday, July 17, 2020 12:05:49 PM

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Courtney L. Johnson
cell# [REDACTED]

From: [Robyn Cooper Henning](#)
To: [John V. Kelly, III](#)
Cc: [Courtney Johnson](#)
Subject: Re: Cultural Inclusion and Diversity Council
Date: Friday, July 17, 2020 10:49:41 AM

Hi John and Courtney,

Thank you both very much.
I look forward to hearing from you moving forward.

Robyn Henning

Sent from my iPhone

On Jul 17, 2020, at 10:34 AM, John V. Kelly, III
<xxxxxxxxxxxxxxxxxxxx@xxxxxxx.xxx> wrote:

Robyn,

Thanks for reaching out and for your willingness to step up. I have cced Courtney Johnson, who is leading the council. He will reach out to you with more information.

John

Sent from my iPhone

On Jul 17, 2020, at 10:15 AM, Robyn Cooper Henning
<xxxxxxxxxxxxxxxxxxxx@xxxxxx.xxx> wrote:

Hi Commissioner Kelly,

I saw the article in [tapinto.net](#) regarding the council that you just started in town. Thanks so much for doing so!

I have lived in Nutley for just under thirty years now, raised three daughters here and care a lot about our town.

I work in Jersey City as a Student Assistance Coordinator and I am part of my alma mater, Ithaca College's IC Unity group. Inclusion and Diversity is something I care deeply about. As a Nutley resident I was a volunteer member of NVERS for five years and various other committees. I would love to be part of this

council that you have put together.

As one of the few Jewish residents I have unfortunately experienced some mean hateful comments primarily because nobody ever thinks I am Jewish and don't even try to censor themselves around me. I believe strongly that education is really important in building tolerance to all. Because I am a mental health professional and a thoughtful person I am sure I can add a lot to the council. I hope that you will consider adding me to your next meeting!

Two of the current council members know me, Patrick Koslecki and Rev. Jill Fenske.

I hope to hear from you soon.

Thanks so much!

Robyn Henning



From: [Robyn Cooper Henning](#)
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I have lived in Nutley for just under thirty years now, raised three daughters here and care a lot about our town.

I work in Jersey City as a Student Assistance Coordinator and I am part of my alma mater, Ithaca College's IC Unity group. Inclusion and Diversity is something I care deeply about. As a Nutley resident I was a volunteer member of NVERS for five years and various other committees. I would love to be part of this

council that you have put together.

As one of the few Jewish residents I have unfortunately experienced some mean hateful comments primarily because nobody ever thinks I am Jewish and don't even try to censor themselves around me. I believe strongly that education is really important in building tolerance to all. Because I am a mental health professional and a thoughtful person I am sure I can add a lot to the council. I hope that you will consider adding me to your next meeting!

Two of the current council members know me, Patrick Koslecki and Rev. Jill Fenske.

I hope to hear from you soon.

Thanks so much!

Robyn Henning



From: [John V. Kelly, III](#)
To: [Robyn Cooper Henning](#)
Cc: [Courtney Johnson](#)
Subject: Re: Cultural Inclusion and Diversity Council
Date: Friday, July 17, 2020 10:34:44 AM

Robyn,

Thanks for reaching out and for your willingness to step up. I have cced Courtney Johnson, who is leading the council. He will reach out to you with more information.

John

Sent from my iPhone

On Jul 17, 2020, at 10:15 AM, Robyn Cooper Henning <robyncooperhenning@gmail.com> wrote:

Hi Commissioner Kelly,

I saw the article in [tapinto.net](#) regarding the council that you just started in town. Thanks so much for doing so!

I have lived in Nutley for just under thirty years now, raised three daughters here and care a lot about our town.

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I hope to hear from you soon.

Thanks so much!
Robyn Henning



From: [Janice Fraser](#)
To: [Courtney Johnson](#); [III John V. Kelly](#)
Subject: Fw: Cultural Inclusion and Diversity Council Zoom Meeting
Date: Thursday, July 2, 2020 8:55:42 AM

----- Forwarded Message -----

From: Janice Fraser <xxxxxxxxxxxx@xxxxx.xxx>
To: Taji Karim-Reisch <xxxxxxxxxxxx@xxxxx.xxx>
Sent: Thursday, July 2, 2020, 08:55:23 AM EDT
Subject: Re: Cultural Inclusion and Diversity Council Zoom Meeting

Hi Taji!

No worries, we knew not everyone would be able to make the meeting. This meeting was mostly introductory, so we could meet each other, etc. The next meetings will be July 22, August 12, and August 26th Commissioner Kelly asked for us to consider what long range goals we hope to achieve on the council and what shorter range goals would we need accomplish first to get there. He also asked for us to keep what is discussed in the Council confidential. I'll forward your bio to Courtney and Commissioner Kelly.

Talk to you soon!

Janice

On Thursday, July 2, 2020, 08:21:15 AM EDT, Taji Karim-Reisch <tkarimreixx@xxxxx.xxx> wrote:

Good morning, Janice,

Thank you for including me in this email. My apologies for a delayed reply.

My name is Taji S. Karim-Reisch. I have been a resident of Nutley for over 25 years; both of my children were raised here.

Professionally, I am a therapist, guest lecturer and researcher. I am employed by a skilled nursing facility where I provide psychotherapy to patients and families who are at end-of-life.

I would like to participate on the council, as I believe there is an opportunity to build bridges and teach anti-oppressive practices to our community members.

Unfortunately, I was not able to attend the Zoom meeting; however, I am available to discuss the meetings agenda & goals. I am also available to take on a task.

I look forward to collaborating with everyone.

Warm regards,

Taji

On Tue, Jun 30, 2020 at 11:21 AM Janice Fraser <xxxxxxxxxxxx@xxxxx.xxx> wrote:

Hi everyone!

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Let's get to know each other! Could you email me separately (don't reply to all!) a quick 2-3 sentence biography? I'll put them all together in one document.

Looking forward to working with you!

Janice

Zoom meeting details:

Janice Fraser is inviting you to a scheduled Zoom meeting.

Topic: Cultural Inclusion and Diversity Council

Time: Jul 1, 2020 07:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

**[https://us04web.zoom.us/j/77463336839?
pwd=cXVUb09jMmJEOGFMYm43Mlhwb1JIUT09](https://us04web.zoom.us/j/77463336839?pwd=cXVUb09jMmJEOGFMYm43Mlhwb1JIUT09)**

Meeting ID: 774 6333 6839

Password: 2H7fYB

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ZOOM Details

John Kelly is inviting you to a scheduled Zoom meeting.

Topic: John Kelly's Zoom Meeting

Time: Jul 1, 2020 07:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

[https://zoom.us/j/96245447975?
pwd=L3o4VTRVWlJCWnd3c3JpVC8rK3hZQT09](https://zoom.us/j/96245447975?pwd=L3o4VTRVWlJCWnd3c3JpVC8rK3hZQT09)

Meeting ID: 962 4544 7975

Password: 098728

One tap mobile

+13126266799,,96245447975# US (Chicago)

+19292056099,,96245447975# US (New York)

Dial by your location

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Germantown)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

Meeting ID: 962 4544 7975

Find your local number: <https://zoom.us/u/acYg9t4lzp>

From: [Janice Fraser](#)
To: [Courtney Johnson](#); [III John V. Kelly](#)
Subject: First meeting notes
Date: Wednesday, July 1, 2020 8:18:27 PM
Attachments: [NCIDC_2020_July1.docx](#)

Just to job your memory about the meeting :)

From: [Janice Fraser](#)
To: [Courtney Johnson](#); [III John V. Kelly](#)
Subject: First meeting notes
Date: Wednesday, July 1, 2020 8:18:27 PM
Attachments: [NCIDC_2020_July1.docx](#)

Just to job your memory about the meeting :)

From: [Courtney Johnson](#)
To: [John V. Kelly, III](#)
Subject: Fwd: Bios
Date: Wednesday, July 1, 2020 6:39:38 PM

Sent from my iPhone

Begin forwarded message:

From: Janice Fraser <xxxxxxxxxxxxxx@xxxxx.xxx>
Date: July 1, 2020 at 5:38:45 PM EDT
To: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>
Subject: Bios

Vincent Banez

My name is Vincent J. Bañez resides in Nutley for the past 15 years with wife, Elizabeth and pet dog, Angel. I grew up in Manila, Philippines, completed my medical degree education and came to US in 1989. I am working at the Veterans Affairs in East Orange for the past 10 years as a home based physical therapist. I am active with the Holy Family Filipino Apostolate group at the Holy Family church in Nutley since 1992.

Rhoda Frobose

- 27 year Nutley resident
- Mother of 3 recent NHS graduates who are 6th consecutive generation of Frobose Nutleyites since 1872.
- Former Radcliffe CubScout Leader 2008-2013
- Former Nutley Music Boosters active band parent, Committee Chair, Executive Board Corresponding Secretary 2013-2017
- Coordinated a successful Nutley BOE Candidate Forum June 2015
- Elected Democratic Essex County Committee Member for Nutley District 1, Ward 7 since June 2018
- Founder, Executive Director NutleyPRIDE-LGBTQ+ Advocacy Group since December 2019
- Employed by State of NJ in Department of Law and Public Safety, Division of Consumer Affairs. Have been involved with several working groups to improve internal and external relationships among employees as well as with the public. Also a member of LGBTQ+ State Employee Resource Group (ERG) called, The Alliance.
- Avid Knitter/Crocheter, Craftivist, Lifelong Learner \\\

Mike Celona

My name's Mike Celona and I'm married with 2 boys and currently live in Nutley near the Nutley Museum. I've been a Nutley resident for over 10 years and we jumped head first into the community as I coached soccer, t-ball, and my wife is a class mom and assists/attends several programs and events in town. For the past

15 years, I have been working as a producer/editor (was in NYC now working from home due to COVID) for multiple television networks and I also work as a standup comedian - it's been months since I've been on stage due to COVID. I love spending time with family, laughing with friends, and have recently taken quarantine to learn how to skateboard with my son, falling at age 36 is brutal LOL. I created a group called NUTLEY UNITED to work with the community and would love to get as involved as possible in town.

Christine Villanueva, Ph.D.

I am a woman of color and a 4th generation Nutley resident. Two of my children have been through the Nutley School System and another will be attending Nutley High School this fall.

My doctorate in psychology focused on race, ethnicity, and identity and my professional background in the advertising field focuses on multicultural consumers, as well as corporate diversity and inclusion efforts.

Danielle Schaefer

I am an environmental professional raising two sons with my husband of 22 years. Our family moved to Nutley 7 years ago believing the community is comprised of our socioeconomic peers. I have been a member of the Rotary Club of Nutley for 5 years

Desyra Highsmith Holcomb

Director of Diversity and Inclusion for RWJ Barnabas Health and former a Chief Diversity Officer at William Paterson University. I've been a resident of Nutley for 10 years and have a daughter who graduated from Nutley High School this year. My husband is an HVAC business owner in Nutley as well.

I look forward to connecting and pursuing progress together.

Janice Fraser

I am a Chinese American woman who has lived in Nutley since 2006, and I live with my husband, Greg, and two sons Harrison (14) and Dylan (10). I have been an active community volunteer and been involved with Yantacaw PTO (including 3 years as a co-president), Nutley Academic Booster Club, am a member of the Historic Preservation Committee, and a board member of Van Riper House, Inc. A former genetic counselor, I shifted focus to raising my family and now run social media and communications for a local restaurant and work as a family-based travel agent.

From: [John V. Kelly, III](#)
To: [Courtney Johnson](#)
Subject: Zoom Meeting Info For Cultural Inclusion and Diversity Council
Date: Wednesday, July 1, 2020 12:19:07 PM

Please pass along to the group.

John Kelly is inviting you to a scheduled Zoom meeting.

Topic: John Kelly's Zoom Meeting

Time: Jul 1, 2020 07:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

<https://zoom.us/j/96245447975?pwd=L3o4VTRVWlJCWnd3c3JpVC8rK3hZQT09>

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Commissioner John V. Kelly, III

Director, Department of Public Affairs

Township of Nutley, NJ

(973) 284-4972 Office

 Cell

(973) 661-9411 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

From: xxxxxxx@xxxxxxx.xxx
To: [Jake Hutchison](#)
Cc: xxxxxxxxxxx@xxxxx.xxx, [John V. Kelly, III](#); xxxxxxx@xxxxx.xxx
Subject: Re: Nutley Cultural Inclusion and Diversity Council
Date: Wednesday, July 1, 2020 10:57:53 AM

Thank you Jake, I just spoke to Patrick, he will be on tonight.

On Jun 30, 2020, at 9:20 PM, Jake Hutchison <xxxxxxxxxxx@xxxxx.xxx> wrote:

Hello all,

My name is Jake Hutchison and I was offered a seat on the Diversity Council and invited to the first meeting tomorrow. While I appreciate the offer and do truly hope that this council is able to make meaningful change for minority communities in Nutley, this change is only possible if the leadership of the council is made up of Nutley citizens from these communities. As such, I would like to yield my seat on this council to Patrick Koslecki, a queer leader in and lifelong resident of Nutley whose actions you have most likely seen in the town. Last week he was involved with the Pride chalkings in our parks and met with NJ AG Gurbir S. Grewal who participated in and attended the event. He also works in diversity, equity, and inclusion consulting mainly with Fortune 500 companies. Patrick would be a wonderful addition to the leadership of this council, and while I would like very much to stay updated with the actions it takes, his lived experience as a queer individual is crucial to understanding how injustice operates in Nutley, and will provide direction regarding how the Cultural Inclusion and Diversity Council can improve the quality of life of its minority residents. I am going to forward the link for the Zoom meeting tomorrow to him. I would still like to attend this meeting to formally yield my seat to Patrick and I would like for him to have a chance to speak about his experience in the town and any ideas he has for the Council.

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Jake Hutchison

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Hi everyone!

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Let's get to know each other! Could you email me separately (don't reply to all!) a quick 2-3 sentence biography? I'll put them all together in one document.

Looking forward to working with you!

Janice

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Topic: Cultural Inclusion and Diversity Council

Time: Jul 1, 2020 07:00 PM Eastern Time (US and Canada)

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From: [John V. Kelly, III](#)
To: [Alphonse Petracco](#)
Cc: [Courtney Johnson](#)
Subject: Cultural Inclusion and Diversity Council Meeting
Date: Tuesday, June 30, 2020 2:33:21 PM

Al,

We are looking to have our first Cultural Inclusion and Diversity Council meeting via zoom tomorrow. Can you let me know who from the police department you would like to include on the council?

Thanks,
John

Commissioner John V. Kelly, III

Director, Department of Public Affairs
Township of Nutley, NJ
(973) 284-4972 Office
(862) 333-9515 Cell
(973) 661-9411 Fax
www.nutleynj.org

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(973) 284-4972 Office

[REDACTED] Cell

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From: Janice Fraser [mailto:xxxxxxxxxxxx@xxxxx.xxx]

Sent: Tuesday, June 30, 2020 11:22 AM

To: John V. Kelly, III <xxxxxxxxxxxx@xxxxxx.xxx>; Courtney Johnson <xxxxxxxx@xxxxxx.xxx>; xxxxxxxxxxx@xxxxx.xxx; xxxxxxxxxxx@xxxxx.xxx; xxxxxxxxxxx@xxxxxx.xxx; xxxxxxxxxxx@xxxxx.xxx; xxxxxxx@xxxxx.xxx; cullari.xxxxx@xxxxx.xxx; xxxxxxxxxxx@xxxxx.xxx; xxxxxxxxxxx.xxxxx@xxxxx.xxx; xxxxxxxxxxx@xxxxx.xxx; xxxxxxx@xxxxx.xxx

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Meeting ID: 774 6333 6839

Password: 2H7fYB

From: [John V. Kelly, III](#)
To: [Courtney Johnson](#)
Subject: FW: Cultural Inclusion and Diversity Council Zoom Meeting
Date: Tuesday, June 30, 2020 2:31:20 PM

Mike Celona was left off this list. Also, I did not see the individual from Barnabas that you mentioned yesterday on the list. Can you review the list to make sure she is reaching out to everyone.

Commissioner John V. Kelly, III

Director, Department of Public Affairs
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 **Please consider the environment before printing this email.**

From: Janice Fraser [mailto:xxxxxxxxxxxxx@xxxxx.xxx]
Sent: Tuesday, June 30, 2020 11:22 AM
To: John V. Kelly, III <xxxxxxxxxxxxx@xxxxxx.xxx>; Courtney Johnson <xxxxxxxx@xxxxxx.xxx>; xxxxxxxxxxxx@xxxxx.xxx; xxxxxxxxxxx@xxxxx.xxx; xxxxxxxxxxx@xxxxxx.xxx; xxxxxxxxxxx@xxxxx.xxx; xxxxxxxx@xxxxx.xxx; cullari.xxxxx@xxxxx.xxx; xxxxxxxxxxx@xxxxx.xxx; xxxxxxxxxxx.xxxxxx@xxxxx.xxx; xxxxxxxxxxxx@xxxxx.xxx; xxxxxxxx@xxxxx.xxx
Subject: Cultural Inclusion and Diversity Council Zoom Meeting

Hi everyone!

My name is Janice and I am happy to be involved with the Cultural Inclusion and Diversity Council. Commissioner John Kelly and Courtney Johnson will have a quick 40 minute Zoom meeting tomorrow evening, July 1, 7 PM. Details are below. If you can't make it, don't worry, there will be more meetings in our future!

Let's get to know each other! Could you email me separately (don't reply to all!) a quick 2-3 sentence biography? I'll put them all together in one document.

Looking forward to working with you!

Janice

Zoom meeting details:

Janice Fraser is inviting you to a scheduled Zoom meeting.

Topic: Cultural Inclusion and Diversity Council

Time: Jul 1, 2020 07:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

**[https://us04web.zoom.us/j/77463336839?
pwd=cXVUb09jMmJEOGFMYm43Mlhwb1JIUT09](https://us04web.zoom.us/j/77463336839?pwd=cXVUb09jMmJEOGFMYm43Mlhwb1JIUT09)**

Meeting ID: 774 6333 6839

Password: 2H7fYB

From: [xxxxxxxxxxxxxxxx@xxxxxxxx.xxx](#)
To: [Courtney Johnson](#)
Subject: Diversity Council meeting
Date: Tuesday, June 30, 2020 12:14:19 PM

Did you ask Janice to set up the meeting?

Why did she set it up?

Sent from my iPhone

From: [John V. Kelly, III](#)
To: [Courtney Johnson](#)
Subject: Diversity Council meeting
Date: Tuesday, June 30, 2020 12:14:19 PM

Did you ask Janice to set up the meeting?

Why did she set it up?

Sent from my iPhone

From: [Michael Celona](#)
To: [Courtney Johnson](#)
Cc: [xxxxxxxx@xxxxx.xxx](#); [xxxxxxxx@xxxxxxxx.xxx](#); [xxxxxxx@xxxxx.xxx](#); [xxxxxxx.xxxxx@xxxxx.xxx](#)
[xxxxxxxxxxxxx@xxxxx.xxx](#); [xxxxxxxxxx@xxxxx.xxx](#); [xxxxxxxxxx@xxxxx.xxx](#); [John V. Kelly, III](#); [Sharon Lemma-Bozza](#)
Subject: Re: The Nutley Cultural Inclusion and Diversity Council
Date: Tuesday, June 30, 2020 9:40:32 AM
Attachments: [Nutley Diversity Council.pdf](#)

Hey everyone! Hope all is well. My name's Mike Celona and I created Nutley United to benefit our small town. Been a Nutley resident since 2010. I'm a taxpayer, homeowner, and have 2 children in the school system here. I was an organizer for the Nutley Rally early in June and I'd love to keep the ball moving in the right direction. My main objective was to listen. I'm still educating myself and gathering materials but attached is a list of what I've got so far from various members of the community.

Please feel free to send additional ideas and notes and we can keep compiling them. When we have our first meeting we will be ready to rock. Would anyone want to jump on a zoom call or social distanced meeting? I live near the Nutley Museum and there's tons of space.

Thanks again and I look forward to working with everyone.

On Tue, Jun 23, 2020 at 9:28 AM Courtney Johnson <[xxxxxxxx@xxxxxxxx.xxx](#)> wrote:

The Nutley Cultural Inclusion and Diversity Council (NCIDC) is a community based initiative that champions diversity and inclusion in the Township of Nutley, New Jersey.

Vision

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The mission of the NCIDC is to foster an understanding of diversity and inclusion as a dynamic strategy for community well-being through honest dialog, various initiatives, programs and events, as well as being both a resource and advocate for the same.

Right now we are forming our Committee, I am smiling as I look at the names attached to this email because I know that we are already promoting inclusion and diversity as individuals involved in other projects, so coming together will definitely bring good success with this endeavor for our town. This is my personal cell 973-508-5216, please text/call so that we may share contact information. As soon as I have made contact with a few other folks I will set up a meeting so that we can all chat with Commissioner Kelly, knock out a

few things with housekeeping and get the ball rolling. I am very excited about the road ahead, have the best Wednesday ever, I look forward to hearing from you!

Warmest regards

Courtney Johnson

Department of Public Affairs

Township of Nutley, NJ

(973) 284-4951 x2425 Office

(973) 661-9411 Fax

www.nutleynj.org

 **Please consider the environment before printing this email.**

--

Mike Celona



xxxxxxxx@xxxxx.xxx

<http://www.CELONAPOST.com>

From: [Michael Celona](#)
To: [Courtney Johnson](#)
Cc: [xxxxxxxx@xxxxx.xxx](#); [xxxxxxxx@xxxxxxxx.xxx](#); [xxxxxxx@xxxxx.xxx](#); [xxxxxxx.xxxxx@xxxxx.xxx](#)
[xxxxxxxxxxxx@xxxxx.xxx](#); [xxxxxxxxxx@xxxxx.xxx](#); [xxxxxxxxxx@xxxxx.xxx](#); [John V. Kelly, III](#); [Sharon Lemma-Bozza](#)
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--

Mike Celona



xxxxxxxx@xxxxx.xxx

<http://www.CELONAPOST.com>

From: [Michael Celona](#)
To: [Courtney Johnson](#)
Cc: [xxxxxxxx@xxxxx.xxx](#); [xxxxxxxx@xxxxxxxx.xxx](#); [xxxxxxx@xxxxx.xxx](#); [xxxxxxx.xxxxx@xxxxx.xxx](#)
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Courtney Johnson

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--

Mike Celona



xxxxxxxx@xxxxx.xxx

<http://www.CELONAPOST.com>

From: [Yaruby Petit-Frere](#)
To: [xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xx](#); [xxxxxxxxxxxx@xxxxxxxx.xx](#)
Subject: Diversity Council
Date: Monday, June 29, 2020 11:17:36 AM

Dear Commissioner Kelly and Ms. Johnson,

My name is Yaruby Petit-Frere and I'd like to learn more about the opportunity to become part of the Diversity Council. I'm a Nutley resident for 11 years now, I have 3 children in the school district and as a person of color and of Latino background, I would appreciate the opportunity to express my perspective on the council.

If you'd like a fuller bio or resume, please let me know and I'll be glad to provide it as well. I can be reached at [REDACTED] as well.

Kind regards,
Yaruby Petit-Frere

From: [Yaruby Petit-Frere](#)
To: [xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xx?xxxxxxxx@xxxxxxxx.xx](#)
Subject: Diversity Council
Date: Monday, June 29, 2020 11:17:36 AM

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If you'd like a fuller bio or resume, please let me know and I'll be glad to provide it as well. I can be reached at [REDACTED] as well.

Kind regards,
Yaruby Petit-Frere

From: [Courtney Johnson](#)
To: [xxxxxxx@xxxxx.xxx](#)
Cc: [John V. Kelly, III](#)
Subject: RE: Cultural Inclusion and Diversity Council
Date: Friday, June 26, 2020 11:52:06 AM

Hi Vincent, I want to thank you for your interest in the NCIDC here's some information about the Council and where we are headed at the moment.

The Nutley Cultural Inclusion and Diversity Council (NCIDC) is a community based initiative that champions diversity and inclusion in the Township of Nutley, New Jersey.

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Right now we are forming our Committee, we have contacted people who are already promoting inclusion and diversity as individuals involved in other projects, so coming together will definitely bring good success with this endeavor for our town. This is my personal cell [REDACTED] please text/call so that we may share contact information. As soon as I have made contact with a few other folks I will set up a meeting so that we can all chat with Commissioner Kelly, knock out a few things with housekeeping and get the ball rolling. I am very excited about the road ahead, have a great weekend, I look forward to hearing from you!

Warmest regards

Courtney Johnson

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(973) 661-9411 Fax
www.nutleynj.org

 **Please consider the environment before printing this email.**

From: John V. Kelly, III
Sent: Friday, June 26, 2020 11:30 AM
To: Courtney Johnson <xxxxxxx@xxxxxxx.xxx>

Cc: xxxxxxxx@xxxxx.xxx

Subject: Cultural Inclusion and Diversity Council

Courtney,

I met with Vincent Banez this morning and he would like to be a member of the Council.

He is cced on this email. His number is [REDACTED]

-John

Commissioner John V. Kelly, III

Director, Department of Public Affairs

Township of Nutley, NJ

(973) 284-4972 Office

[REDACTED] Cell

(973) 661-9411 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

From: [Courtney Johnson](#)
To: [John V. Kelly, III](#)
Subject: RE: Cultural Inclusion and Diversity Council
Date: Friday, June 26, 2020 11:31:54 AM

Thanks for the info, I'm on it.

Courtney Johnson

Department of Public Affairs
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(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: John V. Kelly, III
Sent: Friday, June 26, 2020 11:30 AM
To: Courtney Johnson <xxxxxxx@xxxxxxx.xxx>
Cc: xxxxxx@xxxxx.xxx
Subject: Cultural Inclusion and Diversity Council

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-John

Commissioner John V. Kelly, III

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Township of Nutley, NJ
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(973) 661-9411 Fax
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From: [John V. Kelly, III](#)
To: [Courtney Johnson](#)
Cc: [xxxxxxx@xxxxx.xxx](#)
Subject: Cultural Inclusion and Diversity Council
Date: Friday, June 26, 2020 11:30:30 AM

Courtney,

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Commissioner John V. Kelly, III

Director, Department of Public Affairs

Township of Nutley, NJ

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 Please consider the environment before printing this email.

To: [John V. Kelly, III](#)
Subject: RE: Diversity Council Status
Date: Friday, June 26, 2020 10:30:08 AM

Courtney Johnson

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(973) 661-9411 Fax
www.nutleynj.org

 **Please consider the environment before printing this email.**

From: John V. Kelly, III
Sent: Monday, June 22, 2020 4:09 PM
To: Courtney Johnson <xxxxxxx@xxxxxxx.xxx>
Subject: Diversity Council Status

Can you give me a status update?

Can you respond to Michael's request for more information?

Also, I spoke to Commissioner Evans about Danielle Schaffer. She is an African-American woman in an interracial marriage. He knows her personally and she asked him to be on the committee. Please include her.

Her contact information is [REDACTED] I don't have an email address for her so you might need to call her.

Commissioner John V. Kelly, III

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 **Please consider the environment before printing this email.**

From: [Christine Villanueva](#)
To: [John V. Kelly, III](#)
Cc: [Courtney Johnson](#)
Subject: Re: Nutley Cultural Inclusion and Diversity Council
Date: Wednesday, June 24, 2020 1:40:07 PM

Thank you Commissioner Kelly,

Courtney, good to meet you! I'll contact you under separate cover to continue the conversation.

On Tue, Jun 23, 2020 at 7:18 PM John V. Kelly, III <[xxxxxxxxxxxxxxxxxxxxxx@xxxxxxxxxx](#)>xxx wrote:

Christine,

Thank you for reaching out. I have passed your information along to Courtney Johnson who will be leading this initiative.

-John

Commissioner John V. Kelly, III

Director, Department of Public Affairs

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 Please consider the environment before printing this email.

From: Christine Villanueva [mailto:xxxxxxxxxx.xxxxxx@xxxxx.xxx]

Sent: Tuesday, June 23, 2020 5:44 PM

To: John V. Kelly, III <xxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Subject: Nutley Cultural Inclusion and Diversity Council

Dear Commissioner Kelly,

I am very pleased to hear about the formation of the Nutley Diversity Council and very interested in learning more and contributing in any way that I can.

I am a woman of color and a 3rd generation Nutley resident. Two of my children have been through the Nutley School System and another will be attending Nutley High School this fall.

My Doctorate in Psychology focused on race, ethnicity, and identity and my professional background in the advertising field focuses on multicultural consumers, as well as corporate diversity and inclusion efforts.

Please share details about the council, including how often meetings are held. I am confident that I can help to make a positive impact on our town and everyone that lives in Nutley.

Best,

Christine Villanueva, Ph.D.

From: [Christine Villanueva](#)
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Cc: [Courtney Johnson](#)
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From: Christine Villanueva [mailto:xxxxxxxxx.xxxxxx@xxxxx.xxx]

Sent: Tuesday, June 23, 2020 5:44 PM

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Subject: Nutley Cultural Inclusion and Diversity Council

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Please share details about the council, including how often meetings are held. I am confident that I can help to make a positive impact on our town and everyone that lives in Nutley.

Best,

Christine Villanueva, Ph.D.

From: [John V. Kelly, III](#)
To: [Jim Gottshall](#)
Cc: [Courtney Johnson](#)
Subject: RE: Diversity Council
Date: Tuesday, June 23, 2020 7:19:33 PM

Jim,

Thank you for reaching out. I am passing this information along to Courtney Johnson who will be leading this initiative.

-John

Commissioner John V. Kelly, III

Director, Department of Public Affairs
Township of Nutley, NJ
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[REDACTED] Cell
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 Please consider the environment before printing this email.

From: Jim Gottshall [mailto:xxx@xxxxxxxxxxxxxxx.xxx]
Sent: Tuesday, June 23, 2020 6:39 PM
To: John V. Kelly, III <xxxxxxxxxxxxxxxxxxx@xxxxxxxxx.xxx>
Subject: Diversity Council

Hi Mr. Kelly,

My name is Jim Gottshall. I am the pastor at Liquid Church, which meets in the middle school every Sunday (or at least we did until the shutdown). John Lee told me about the diversity council you are forming, and that he gave my name to you for consideration. I am extremely humbled and gracious at even being considered.

Our church that meets in Nutley is extremely diverse. In fact, less than 40% of our congregation is white. On an average Sunday, we have between 300 and 350 adults, with around 125 children. That is an incredibly diverse amount of people worshipping on Sunday's in Nutley - it's something I'm very proud to be a part of. I'm also glad to be part of the Nutley Clergy Fellowship so that we can continue to fight to bring an end to the racial injustices that exist in our society.

Racial injustice is something that is very personal to me. As a biracial kid growing up in Central PA, I am able to empathize with other people of color as they experience injustices every day. I am passionate about bridging racial and cultural divides; it's how God wired me.

Thank you for the consideration. If you would like to talk further, just let me know - it'd be

my pleasure. God bless you, Mr. Kelly!

Best Regards,

Pastor Jim
570-441-5192

--

[Book a Coffee](#) or [Schedule a Call](#)

Jim Gottshall
Campus Pastor
Liquid Church Essex County // Nutley



| c:



From: [John V. Kelly, III](#)
To: [Christine Villanueva](#)
Cc: [Courtney Johnson](#)
Subject: RE: Nutley Cultural Inclusion and Diversity Council
Date: Tuesday, June 23, 2020 7:17:52 PM

Christine,

Thank you for reaching out. I have passed your information along to Courtney Johnson who will be leading this initiative.

-John

Commissioner John V. Kelly, III

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From: Christine Villanueva [mailto:xxxxxxxxx.xxxxxx@xxxxx.xxx]
Sent: Tuesday, June 23, 2020 5:44 PM
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Subject: Nutley Cultural Inclusion and Diversity Council

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From: [Courtney Johnson](#)
To: [John V. Kelly, III](#)
Subject: RE: Diversity Council Status
Date: Tuesday, June 23, 2020 3:16:08 PM

I spoke with Danielle Schaefer, she is going to an awesome committee member, I actually meet her a few years back when I was in Rotary.

Courtney Johnson

Department of Public Affairs
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 Please consider the environment before printing this email.

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Sent: Monday, June 22, 2020 4:09 PM
To: Courtney Johnson <xxxxxxx@xxxxxxx.xxx>
Subject: Diversity Council Status

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Her contact information is [REDACTED] I don't have an email address for her so you might need to call her.

Commissioner John V. Kelly, III

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 Please consider the environment before printing this email.

From: [Courtney Johnson](#)
To: [John V. Kelly, III](#)
Subject: RE: Diversity Council Status
Date: Tuesday, June 23, 2020 8:39:57 AM

I tried Danielle a few times and she did not answer, I am sure we will connect. Thanks!

Courtney Johnson

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To: Courtney Johnson <xxxxxxx@xxxxxxx.xxx>
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From: [Courtney Johnson](#)
To: [Michael Celona](#); [John V. Kelly, III](#)
Cc: [Sharon Lemma-Bozza](#)
Subject: RE: Nutley Diversity Council
Date: Tuesday, June 23, 2020 8:37:13 AM

Hi Michael, Happy Wednesday!

Give me a call on my cell @ [REDACTED] so we can chat before we put the pedal to the medal. ☺

Courtney Johnson

Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: Michael Celona [mailto:xxxxxxx@xxxxx.xxx]
Sent: Monday, June 22, 2020 3:58 PM
To: John V. Kelly, III <xxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Cc: Courtney Johnson <xxxxxxx@xxxxxxxx.xxx>; Meredith Blank <mblank@nutleynj.org>
Subject: Re: Nutley Diversity Council

Hey everyone!

Happy Monday. Wanted to check in and see what the status of the Diversity council was?
Looking forward to getting the ball rolling.

Thanks again and best wishes.

On Wed, Jun 17, 2020 at 12:36 PM John V. Kelly, III <[xxxxxxxxxxxxxxxxx@xxxxxxxx](#)>xxx wrote:

Thank you! Courtney Johnson, who works in the Public Affairs office, will be taking the lead on this. He will be reaching out to you soon. I am excited to get to work on this.

Commissioner John V. Kelly, III

Director, Department of Public Affairs

Township of Nutley, NJ

(973) 284-4972 Office

Cell

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 Please consider the environment before printing this email.

From: Michael Celona [mailto:xxxxxxxx@xxxxx.xxx]

Sent: Wednesday, June 17, 2020 10:02 AM

To: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>; Meredith Blank <xxxxxxx@xxxxxxxx.xxx>

Subject: Re: Nutley Diversity Council

Hey John,

Hope all is well. Great stuff last night and congrats! Let me know how you'd like to proceed. I look forward to working with you. Thanks again and best wishes.

On Mon, Jun 15, 2020 at 4:48 PM John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx>xxx> wrote:

Absolutely, thank you. This will be on the agenda for tomorrow.

Commissioner John V. Kelly, III

Director, Department of Public Affairs

Township of Nutley, NJ

(973) 284-4972 Office

Cell

(973) 661-9411 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

From: Michael Celona [mailto:xxxxxxxx@xxxxx.xxx]

Sent: Monday, June 15, 2020 1:59 PM

To: John V. Kelly, III <xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>; Meredith Blank <xxxxxxx@xxxxxxxx.xxx>

Subject: Re: Nutley Diversity Council

Hi John,

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again and please let me know if there's anything I can do to help!

Thanks again and best wishes!

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--

Mike Celona



xxxxxxxx@xxxxx.xxx

<http://www.CELONAPOST.com>

--

Mike Celona



xxxxxxxx@xxxxx.xxx

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--

Mike Celona



xxxxxxxx@xxxxx.xxx

<http://www.CELONAPOST.com>

From: [John V. Kelly, III](#)
To: [Courtney Johnson](#)
Subject: Diversity Council Status
Date: Monday, June 22, 2020 4:09:28 PM

Can you give me a status update?

Can you respond to Michael's request for more information?

Also, I spoke to Commissioner Evans about Danielle Schaffer. She is an African-American woman in an interracial marriage. He knows her personally and she asked him to be on the committee. Please include her.

Her contact information is [REDACTED] I don't have an email address for her so you might need to call her.

Commissioner John V. Kelly, III

Director, Department of Public Affairs

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[REDACTED] Cell

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From: [Michael Celona](#)
To: [John V. Kelly, III](#)
Cc: [Courtney Johnson](#); [Meredith Blank](#)
Subject: Re: Nutley Diversity Council
Date: Monday, June 22, 2020 3:57:30 PM

Hey everyone!

Happy Monday. Wanted to check in and see what the status of the Diversity council was?
Looking forward to getting the ball rolling.

Thanks again and best wishes.

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Commissioner John V. Kelly, III

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From: Michael Celona [mailto:[xxxxxxxx@xxxxx.xxx](#)]
Sent: Wednesday, June 17, 2020 10:02 AM
To: John V. Kelly, III <[xxxxxxxxxxxxxxxxxxxx@xxxxxxxxx](#)>

Cc: Courtney Johnson <xxxxxxx@xxxxxxx.xxx>; Meredith Blank <xxxxxx@xxxxxxx.xxx>
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Mike Celona

[REDACTED]

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From: [Michael Celona](#)
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From: [John V. Kelly, III](#)
To: [Alphonse Petracco](#)
Cc: [Courtney Johnson](#)
Subject: Re: Police Officer for the Cultural Inclusion and Diversity Council
Date: Saturday, June 20, 2020 12:35:27 PM

Ok I am looping in Courtney who is handling this.

Sent from my iPhone

On Jun 20, 2020, at 7:35 AM, Alphonse Petracco
<xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx> wrote:

Commissioner Kelly thanks for reaching out let me know when your date is to go in this ...I will talk to chief and let you know Warm regards Al

Sent from my iPhone

On Jun 17, 2020, at 2:00 PM, John V. Kelly, III
<[xxxxxxxxxxxxxxxxxxxx@xxxxxxxx](#)> wrote:

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Commissioner John V. Kelly, III

Director, Department of Public Affairs

Township of Nutley, NJ

(973) 284-4972 Office

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Township of Nutley, NJ

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 Cell

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 Please consider the environment before printing this email.

From: [Courtney Johnson](#)
To: [xxxxxxxxxx@xxxxx.xxx](#)
Cc: [John V. Kelly, III](#)
Subject: Nutley Cultural Inclusion and Diversity Council Vision and Mission Statement
Date: Thursday, June 18, 2020 3:47:12 PM

Hi, I just wanted to thank you for your support and give you some info about the NCIDC.

The Nutley Cultural Inclusion and Diversity Council (NCIDC) is a community based initiative that champions diversity and inclusion in the Township of Nutley, New Jersey.

Vision

The vision of the NCIDC is to cultivate and advance diversity and inclusion by transforming our work places and communities into inclusive environments where individuals are valued for their talents and empowered to reach their fullest potential, and the community is enriched by sharing unique perspectives.

Mission

The mission of the NCIDC is to foster an understanding of diversity and inclusion as a dynamic strategy for community well-being through honest dialog, various initiatives, programs and events, as well as being both a resource and advocate for the same.

If you would like to join us and be on our committee we would love to chat with you, if not we welcome any ideas that you may have to forward this endeavor. Thank you in advance and have a great Juneteenth!

Warm Regards.

Courtney Johnson

Department of Public Affairs

Township of Nutley, NJ

(973) 284-4951 x2425 Office

(973) 661-9411 Fax

www.nutleynj.org

 Please consider the environment before printing this email.

To: [John V. Kelly, III](#)
Subject: RE: Diversity Commission
Date: Thursday, June 18, 2020 3:32:06 PM

I just reached out to him to introduce myself

Courtney Johnson

Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 **Please consider the environment before printing this email.**

From: John V. Kelly, III
Sent: Thursday, June 18, 2020 2:26 PM
To: Courtney Johnson <xxxxxxxx@xxxxxxx.xxx>
Subject: FW: Diversity Commission

I received this email from someone who wanted to express their thoughts on the Council. I don't think they want to be on the committee, they just had some thoughts. I just wanted to let you know about it.

Commissioner John V. Kelly, III

Director, Department of Public Affairs
Township of Nutley, NJ
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[REDACTED] Cell
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From: Jake Hutchison [<mailto:xxxxxxxxxx@xxxx.xxx>]
Sent: Wednesday, June 17, 2020 1:48 PM
To: John V. Kelly, III <xxxxxxxxxxxxxxxxxx@xxxxxxx.xxx>
Subject: Re: Diversity Commission

Thank you, this is good to know. I hope to soon see a committee that is, again, not only headed by but also staffed by people of color from Nutley's committee devoted to promoting equity and diversity in Nutley.

On Wed, Jun 17, 2020, 1:38 PM John V. Kelly, III <xxxxxxxxxxxxxxxx@xxxxxxxx> wrote:

Thank you for reaching out. The purpose behind the Cultural Inclusion and Diversity Council is not to be an event based organization. That is simply one facet to celebrate, but also to have a substantive conversation. I think you brought some good ideas forward that the Council look into. Courtney Johnson, a person of color, who works for the Public Affairs Department will be leading it. I have cced him on this email as well.

Commissioner John V. Kelly, III

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From: Jake Hutchison [mailto:xxxxxxxx@xxxxx.xxx]

Sent: Wednesday, June 17, 2020 12:46 PM

To: John V. Kelly, III <xxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Cc: Alphonse Petracco <xxxxxxxxxxxxxxxx@xxxxxxxx.xxx>

Subject: Diversity Commission

Hello Commissioner Kelly,

My name is Jake Hutchison, I live at 41 Newman Ave. I wanted to email you to show my support for the Diversity Commission that was on the agenda at the BOC meeting last night, 6/16/20. I am a student activist working with Nutley for Black Lives, a group that was well represented by a number of my fellow activists in the public comment portion of the meeting. I would like to also voice a few thoughts regarding what the commission can be. First, and this was addressed last night, I believe the commission must be mostly (if not entirely) made up of community members of color. If this commission is to successfully and genuinely help spread awareness of and equality for minorities in Nutley, their voices must be centered in leading the commission. Second, I believe this Diversity Commission is an opportunity to do something for Nutley that is more than simply performative (i.e., just there to host cultural celebrations, festivals, etc.) While those celebrations are great and should be a part of the town's agenda, the commission is an opportunity to promote real change in Nutley. As Commissioner Petracco mentioned as a possibility, I believe the community members of color who lead the commission should be in contact with leaders of community institutions such as the police and board of education to make sure that these institutions engage in socially equitable practices. For example, the Diversity Commission could be watchdogs for equal opportunity hiring, work with teachers and the BOE to give educators a platform to have discussions about race in the classroom, and engage in outreach to incorporate more businesses owned by people of color in Nutley's economy. These are just a few simple examples off of the top of my head, and I'm sure that given the proper resources the Diversity Commission could come up with even more. All in all, the Diversity Commission can be a wonderful addition to our community in a number of ways

so long as it is headed by Nutley citizens of color and given the resources and autonomy to be an effective avenue for change in Nutley's community.

Best,

Jake D. Hutchison

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Best,

Jake D. Hutchison

From: [John V. Kelly, III](#)
To: [Janice Fraser](#)
Cc: [Courtney Johnson](#)
Subject: RE: Diversity Council
Date: Thursday, June 18, 2020 2:24:42 PM

Great! Thank you for reaching out and stepping up. I have forwarded your information to Courtney Johnson, who will be taking the lead on this initiative.

Commissioner John V. Kelly, III

Director, Department of Public Affairs
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From: Janice Fraser [mailto:xxxxxxxxxxxx@xxxxx.xxx]
Sent: Wednesday, June 17, 2020 6:57 PM
To: John V. Kelly, III <xxxxxxxxxxxx@xxxxxxxxx.xxx>
Subject: Diversity Council

Dear Commissioner Kelly,

My name is Janice Fraser and I am interested in being a part of the new Diversity Council. I am a Chinese-American raising bi-racial children and believe I can offer a unique perspective. I have been an active town volunteer. I served for 3 years as Yantacaw PTO President, I current am the Secretary of Van Riper House Inc, and I sit on the Historic Preservation Committee. I am particularly interested in systemic racism that's hard to recognize, and work towards eliminating that in Nutley every day life. If you want to chat, fell free to call me at [REDACTED]

All the best,

Janice

From: [John V. Kelly, III](#)
To: [Courtney Johnson](#)
Subject: FW: Diversity Council
Date: Thursday, June 18, 2020 2:23:22 PM

Commissioner John V. Kelly, III

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From: [John V. Kelly, III](#)
To: [Courtney Johnson](#)
Subject: FW: Touching base
Date: Thursday, June 18, 2020 2:21:13 PM

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From: maria Hamlin [mailto:xxxxxxxxxx@xxxxx.xxx]
Sent: Thursday, June 18, 2020 9:29 AM
To: John V. Kelly, III <xxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Subject: Re: Touching base

Good morning,

Thank you for reaching out to me. I agree, time is passing by quickly. I don't mind meeting in person as long as you're comfortable with that.

I'm available for an in person meeting this Friday if you're around. I can come by after we distribute school lunches at the NFSB. If that doesn't work for you, we can figure out a different day/time.

Also, thank you for thinking of me. I would absolutely love to be involved in the Cultural Inclusion and Diversity Council. Please keep me posted on when we can begin our work together.

Regards,
Maria

On Wed, Jun 17, 2020 at 9:35 PM John V. Kelly, III <[xxxxxxxxxxxxxxxxxx@xxxxxxxxxxx](#)> wrote:

Hi Maria,

I have not forgotten about our plan to meet to discuss ideas. I think if we wait for that it may have to be late summer or early fall at this rate, but I'm open to having a more in depth phone call if you'd prefer to "meet" sooner.

I also wanted to reach out to you because we are starting a Cultural Inclusion and Diversity Council and was wondering if you wanted to be involved in that? If not, I'm happy to work with you in other capacities.

Best,
John

Sent from my iPhone

From: [John V. Kelly, III](#)
To: [Courtney Johnson](#)
Subject: Fwd: Diversity Council
Date: Thursday, June 18, 2020 1:54:43 PM

Sent from my iPhone

Begin forwarded message:

From: Janice Fraser <xxxxxxxxxxxxxx@xxxxx.xxx>
Date: June 17, 2020 at 6:57:10 PM EDT
To: "John V. Kelly, III" <xxxxxxxxxxxxxx@xxxxxxxx.xxx>
Subject: Diversity Council

Dear Commissioner Kelly,

My name is Janice Fraser and I am interested in being a part of the new Diversity Council. I am a Chinese-American raising bi-racial children and believe I can offer a unique perspective. I have been an active town volunteer. I served for 3 years as Yantacaw PTO President, I current am the Secretary of Van Riper House Inc, and I sit on the Historic Preservation Committee. I am particularly interested in systemic racism that's hard to recognize, and work towards eliminating that in Nutley every day life. If you want to chat, fell free to call me at [REDACTED]

All the best,

Janice

From: [Courtney Johnson](#)
To: [John V. Kelly, III](#)
Subject: The Nutley Cultural Inclusion and Diversity Council Vision and Mission Statement
Date: Thursday, June 18, 2020 1:13:19 PM
Attachments: [The Nutley Cultural Inclusion and Diversity Council vision and mission.docx](#)

Courtney Johnson

Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

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From: [Courtney Johnson](#)
To: [John V. Kelly, III](#)
Subject: Re: Cultural Inclusion and Diversity Council
Date: Thursday, June 18, 2020 5:46:25 AM

Congratulations, the CIDC is going to be such a blessing to our town having a great positive impact, I'm looking forward to our conversation.

On Jun 17, 2020, at 1:53 PM, John V. Kelly, III
<xxxxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx> wrote:

I had a very long and engaged call with a graduating senior college student, who lives in town. She is a Latina who is a member of an organization called Nutley for Black Lives. She has a background in cross-racial and cross generational studies. She is interested in serving on the committee. Her name is Catherine Pezo. Her email is [xxxxxxx@xxxxx.xxx](#). Her number is [REDACTED] Please include her on the committee as well.

She brought up a good point that a lot of people from her parent's generation are afraid to speak out because they do not want to be seen as a trouble maker in town. At first, we may only see younger voices interested in participating.

Chris Cullari also expressed interest in being on the committee, please add him
xxxxxxx.xxxxx@xxxxx.xxx.

Some members of the Filipino community have asked to meet with me and will be here next Friday at 10:15. Could you be available for that.

-John

Commissioner John V. Kelly, III

Director, Department of Public Affairs

Township of Nutley, NJ

(973) 284-4972 Office

[REDACTED] Cell

(973) 661-9411 Fax

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From: John V. Kelly, III
Sent: Wednesday, June 17, 2020 12:33 PM

To: Courtney Johnson <xxxxxxx@xxxxxxx.xxx>
Cc: Meredith Blank <xxxxxx@xxxxxxx.xxx>
Subject: Cultural Inclusion and Diversity Council

Courtney,

The Council was approved by the board of commissioners. I think you would be an excellent choice to take the lead given your pastoral background and as a marine.

Can you reach out to Rhonda, Mike, and Jill.

I have some other feelers out there for additional members. If they are interested as well. I will send their contact information over to you. I am also reaching out to Commissioner Petracco to see about adding a police officer to the council.

Tomorrow lets talk about how we will move forward on this.

-John

Commissioner John V. Kelly, III

Director, Department of Public Affairs

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Good morning Everyone,

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Thank you,

Ceci Tramontana

Clerk / Municipal Housing Liaison

Municipal Clerk's Office

Township of Nutley, NJ

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(973) 284-5668 Fax

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From: [John V. Kelly, III](#)
To: [Jake Hutchison](#)
Cc: [Alphonse Petracco](#); [Courtney Johnson](#)
Subject: RE: Diversity Commission
Date: Wednesday, June 17, 2020 1:38:15 PM

Thank you for reaching out. The purpose behind the Cultural Inclusion and Diversity Council is not to be an event based organization. That is simply one facet to celebrate, but also to have a substantive conversation. I think you brought some good ideas forward that the Council look into. Courtney Johnson, a person of color, who works for the Public Affairs Department will be leading it. I have cced him on this email as well.

Commissioner John V. Kelly, III

Director, Department of Public Affairs
Township of Nutley, NJ
(973) 284-4972 Office
(862) 333-9515 Cell
(973) 661-9411 Fax
www.nutleynj.org

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From: Jake Hutchison [mailto:xxxxxxxxxx@xxxxx.xxx]
Sent: Wednesday, June 17, 2020 12:46 PM
To: John V. Kelly, III <xxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Cc: Alphonse Petracco <xxxxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Subject: Diversity Commission

Hello Commissioner Kelly,

My name is Jake Hutchison, I live at 41 Newman Ave. I wanted to email you to show my support for the Diversity Commission that was on the agenda at the BOC meeting last night, 6/16/20. I am a student activist working with Nutley for Black Lives, a group that was well represented by a number of my fellow activists in the public comment portion of the meeting. I would like to also voice a few thoughts regarding what the commission can be. First, and this was addressed last night, I believe the commission must be mostly (if not entirely) made up of community members of color. If this commission is to successfully and genuinely help spread awareness of and equality for minorities in Nutley, their voices must be centered in leading the commission. Second, I believe this Diversity Commission is an opportunity to do something for Nutley that is more than simply performative (i.e., just there to host cultural celebrations, festivals, etc.) While those celebrations are great and should be a part of the town's agenda, the commission is an opportunity to promote real change in Nutley. As Commissioner Petracco mentioned as a possibility, I believe the community members of color who lead the commission should be in contact with leaders of community institutions such as the police and board of education to make sure that these institutions engage in socially equitable practices. For example, the Diversity Commission could be watchdogs for equal opportunity hiring, work with teachers and the BOE to give educators a platform to have discussions about race in the classroom, and engage in outreach to incorporate more

businesses owned by people of color in Nutley's economy. These are just a few simple examples off of the top of my head, and I'm sure that given the proper resources the Diversity Commission could come up with even more. All in all, the Diversity Commission can be a wonderful addition to our community in a number of ways so long as it is headed by Nutley citizens of color and given the resources and autonomy to be an effective avenue for change in Nutley's community.

Best,

Jake D. Hutchison

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To: [Jake Hutchison](#)
Cc: [Alphonse Petracco](#); [Courtney Johnson](#)
Subject: RE: Diversity Commission
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Thank you,

Eleni

Sal, please post –thanks

Eleni Pettas, RMC

Municipal Clerk

Department of Revenue and Finance

One Kennedy Drive

Nutley, New Jersey 07110

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NEW JERSEY'S OPEN PUBLIC MEETINGS ACT "THE SUNSHINE LAW"

New Jersey's Open Public Meetings Act, known as "The Sunshine Law," is designed to ensure that decision-making government bodies in the state conduct their businesses in public except in specific circumstances where exclusion of the public is needed to protect the privacy of individuals, the safety of the public or the effectiveness of government in such areas as negotiations or investigations. Open Public Meetings Act, N.J.S.A 10:4-6 Please do not cross communicate via email, telephone or text as you may be in violation of said law.

From: [John V. Kelly, III](#)
To: [Michael Celona](#)
Cc: [Courtney Johnson](#); [Meredith Blank](#)
Subject: RE: Nutley Diversity Council
Date: Monday, June 15, 2020 4:48:39 PM

Absolutely, thank you. This will be on the agenda for tomorrow.

Commissioner John V. Kelly, III

Director, Department of Public Affairs
Township of Nutley, NJ
(973) 284-4972 Office
[REDACTED] Cell
(973) 661-9411 Fax
www.nutleynj.org

 **Please consider the environment before printing this email.**

From: Michael Celona [mailto:xxxxxxxx@xxxxx.xxx]
Sent: Monday, June 15, 2020 1:59 PM
To: John V. Kelly, III <xxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>; Meredith Blank <mblank@nutleynj.org>
Subject: Re: Nutley Diversity Council

Hi John,

Hope all is well. This is a great first step! I'd love to be part of this as I think our town is very capable. Please let me know how we can progress and when we can begin. Thanks again and please let me know if there's anything I can do to help!

Thanks again and best wishes!

On Mon, Jun 15, 2020 at 1:06 PM John V. Kelly, III <xxxxxxxxxxxxxxxx@xxxxxxxx> wrote:

Michael,

I want to create a diversity council for the township. Our vision for it will have representatives from various stakeholders. The representatives will meet once a month to be proactive in addressing issues facing the town and also to be engaged and celebrate our diversity by holding events throughout the year.

Is this something you or your organization would be interested in?

I plan on proposing the resolution to create the Diversity Council at tomorrow's BOC meeting. Until I can confirm getting it on the agenda for this BOC meeting can you use discretion with who you share this information with please.

Thanks,

Commissioner John V. Kelly, III

Director, Department of Public Affairs

Township of Nutley, NJ

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[REDACTED] Cell

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--

Mike Celona

[REDACTED]

xxxxxxxx@xxxxx.xxx

<http://www.CELONAPOST.com>

From: [John V. Kelly, III](#)
To: [Michael Celona](#)
Cc: [Courtney Johnson](#); [Meredith Blank](#)
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Sent: Monday, June 15, 2020 1:59 PM

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Mike Celona



xxxxxxxx@xxxxx.xxx

<http://www.CELONAPOST.com>

From: [John V. Kelly, III](#)
To: [FENSKE](#)
Cc: [Courtney Johnson](#); [Meredith Blank](#)
Subject: RE: Nutley Diversity Council
Date: Monday, June 15, 2020 4:48:08 PM

This will be on the agenda for tomorrow.

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Township of Nutley, NJ

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From: FENSKE [mailto:xxxxxxxx@xxxxxxxx.xxx]
Sent: Monday, June 15, 2020 1:27 PM
To: John V. Kelly, III <xxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>; Meredith Blank <mblank@nutleynj.org>
Subject: Re: Nutley Diversity Council

Hi John,

First congratulations on your election to the Nutley BOC. I admire those who are committed to do this work on behalf of the residents of our town.

I am certainly personally willing to be involved. While we have a small congregation I am sure that they would be on board with activities of a Diversity Council. In addition I am part of a group in the township that applied for, and received, the designation of a "City of Peace" for Nutley. The group is composed of people from city government, non-profit organizations, NFSB, Board of Education, an International Peace organization and the Clergy. We currently have plans that have been approved by Essex County to erect an art instalation in Yanticaw Park, the word "COMMUNITY" in four foot high letters. We would ask township residents to assist in that venture... I can share more about that with you if you are interest. We were just beginning to fund raise for that project when the state shut down. I am certainly willing to speak to this group about working along side of a Diversity Council as well.

While the rally on June 7th and the Commissioners support of Pride Month are certainly steps toward raising awareness, they are but baby steps. We can, and should, do more.

I will wait to hear back from you before I share this information with members of the community at large.

Blessings for this day, jc (Jill C. Fenske, Franklin Reformed Church)

On June 15, 2020 at 1:11 PM "John V. Kelly, III"
<xxxxxxxxxxxxxxxx@xxxxxxxx.xxx> wrote:

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Cc: [Courtney Johnson](#); [Meredith Blank](#)
Subject: RE: Nutley Diversity Council
Date: Monday, June 15, 2020 4:48:08 PM

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Commissioner John V. Kelly, III

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Sent: Monday, June 15, 2020 1:27 PM
To: John V. Kelly, III <xxxxxxxxxxxxxxxx@xxxxxxxx.xxx>
Cc: Courtney Johnson <xxxxxxxx@xxxxxxxx.xxx>; Meredith Blank <mblank@nutleynj.org>
Subject: Re: Nutley Diversity Council

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Township of Nutley, NJ

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 Please consider the environment before printing this email.

To: [Courtney Johnson](#)
Subject: RE: National Diversity Council (NDC) link
Date: Monday, June 15, 2020 2:00:37 PM

Looks like a lot of options for us.

Commissioner John V. Kelly, III

Director, Department of Public Affairs
Township of Nutley, NJ
(973) 284-4972 Office
[REDACTED] Cell
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: Courtney Johnson
Sent: Monday, June 15, 2020 1:36 PM
To: John V. Kelly, III <xxxxxxxxxxxxxxxx@xxxxxxxx.xxx>; Meredith Blank <mbxxxx@xxxxxxxx.xxx>
Subject: National Diversity Council (NDC) link

Great ideas to use for the Nutley Diversity Council.

<http://www.nationaldiversitycouncil.org/what-we-do/events/>

Courtney Johnson

Department of Public Affairs
Township of Nutley, NJ
(973) 284-4951 x2425 Office
(973) 661-9411 Fax
www.nutleynj.org

 Please consider the environment before printing this email.

From: [FENSKE](#)
To: [John V. Kelly, III](#)
Cc: [Courtney Johnson](#); [Meredith Blank](#)
Subject: Re: Nutley Diversity Council
Date: Monday, June 15, 2020 1:27:02 PM

Hi John,

First congratulations on your election to the Nutley BOC. I admire those who are committed to do this work on behalf of the residents of our town.

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 Please consider the environment before printing this email.

From: [John V. Kelly, III](#)
To: [Courtney Johnson](#)
Subject: 20200616 Creation of a Diversity Council
Date: Monday, June 15, 2020 12:32:18 PM
Attachments: [20200616 Creation of a Diversity Council.docx](#)

I put together a resolution and I will try to get it on tomorrow's agenda. What are your thoughts?
Anything should be added or taken out?

-John