

# Chelmsford Diversity, Racial Equity and Inclusion Committee

Tuesday, October 20, 2020

7pm ET

## **Agenda**

- 1) Call to order -Microsoft Teams remote meeting
- 2) Acceptance of Minutes of October 13, 2010 meeting
- 3) Class of 2010 initiative
- 4) Thoughts on 6/30/20 Select Board Listening Session
- 5) Goals Discussion
- 6) Next meeting date and time
- 7) Adjournment

## **Attendees:**

Carly Reim  
Lauren Cochran  
Tricia Dzuris  
Cherrice Lattimore  
Margaret Feeney  
Phil Hicks  
Rachel Donovan  
Latosha Wright  
Brian Petro-Roy  
Susan MacKinnon  
Joe Mason

## **1. Call to Order**

- 7:05 Chair Phil Hicks calls meeting to order

## **2. Acceptance of Minutes of October 13, 2020**

Unanimous acceptance of motion to approve minutes

## **2. Recap of conversation with 2010 CHS Alumni group**

- C. Lattimore spoke with Chelmsford group that organized 2 summer sessions for reading groups in partnership with Chelmsford Public Library with goal to bring awareness and educate on various topics like celebrating differences.
- Group said willing to partner with and provide support, but their main focus is around books and education.
- As we get more clarity on DREIC objectives and goals we can lean on Class of 2010 chair for assistance.

## **3. Thoughts on June 30 Select Board Listening Session**

- Members including C. Lattimore, B. Petro-Roy, and L. Wright participated in original meeting and reviewed
- Group reviewed examples of racist incidents in Chelmsford and how this conflicts with news coverage claiming "no racism in Chelmsford". Using Cherrice's daughter's experience as teaching moment.

#### 4. Ideas/Goals for DREIC Initiatives

Brainstorm goals and ideas in round robin format:

##### C. Lattimore

- Take advantage of Chelmsford Police Chief "open door policy" by coordinating Fire Side Chat, townhall style event or other community events.
- Community events (post-covid) at Chelmsford Center for Arts
  - Events highlighting diff backgrounds w/ tables (Ireland, India, African American, etc), diff cultural items of importance and to charge for event to raise funds for future use. Quarterly? During Black History Month?
- More representation of Black/Afro Amer/Indian teachers in elementary schools

##### B. Petro-Roy

- Recommended books for schools - extra credit or even required reading
- No town sponsored presence for celebrations of color/holidays (normally put up military recognition, switch it up and celebrate alternative events like Black History Month or Juneteenth, etc.
- Standing up For Racial Justice is a community group that is headquartered in Boston making it hard to attend events. Perhaps we collaborate as a branch or similar chapter in Chelmsford/Lowell to get more people in the community engaged.

##### C. Connor Reim

- Develop high level GOALS by first identifying subject matter experts, resources, data and content we can use to refine our message.
- Introduce DREIC to the community by reaching out to people that are "influencers" - School Board, public library, PD, FD, Doctors offices, places of worship, etc. to share and spread the goals. Help them understand how we can be resources and to gather their input.
- Develop a survey on DREI in Chelmsford. Include LGBTQ, disabilities, different faiths, and get more inclusive w/ messaging instead of just focus on race.
  - Start with students - have great feedback and easy way to get more info without putting them in spotlight (teachers too?)
- Determine where want to communicate (FB, Instagram, Twitter, etc.) how to promote?

##### M. Feeney

- H.S. kids can be leveraged as a resource, making up subcommittee of students and alumni to be included if possible.
- Margaret encourage leaving H.S. admin out of equation due to fear and instead host pre-meeting to get unfiltered opinions

#### L. Cochran

- Look into what diversity training PD goes through, town employees, etc, and bring those speakers in -- Bring to school system too!
- Chelmsford Alumni for Antiracist Curriculum - met w. superintendent pre-summer, how to keep momentum? - over 500 members on FB group so can leverage for input and ideas
  - Lauren saw success after inviting students to "listening sessions" and thought that this would create more open dialog and would like to propose asking Schools to create "listening sessions"
  - Telemedia from UMASS LOWELL - available resource to assist with media related needs

#### J. Mason

- Newsletter - email blast monthly covering the local business owned by BIPOC
- Events in the area or not in area that align with our mission statement
- Engage businesses and community members for community events (e.g. food drive/bar crawl)
- Student scholarship for Chelmsford Student who exemplifies ideals of DREIC

#### S. Mackinnon

- Include BIPOC voices into school curriculum - directly address racism and effect on people today.
- Goal to meet with Asst. Superintendent - provide guidance on literature and primary source curriculum materials, staff and professional dev
- Suggest programs that bring diverse experiences to students

#### R. Donovan

- Urge town to make declaration on topic of diversity - surrounding towns declared Racism as public health crisis (Lexington)
- Following declaration - bring in data from surveys to create an equity plan/strategy to implement goals with measured outcomes
- Change Columbus Day to Indigenous People's day (officially)
- Encourage town speakers to acknowledge native tribes and collective history at public events

#### L. Wright

- Searched town website - lack of diversity in pics - Do more to show diversity (age, race, lgbt+) - DISPLAY IN PUBLIC SETTING
- Town declare racism public health issue
- Take Chelmsford Cultural Center event idea and Do it virtually!
- Municipal fireside chat - more casual so guard down
- Chelmsford Magazine (Latosha will get official name) sent out on monthly basis - include Diversity column (spotlight others besides athletes) - share stories of BIPOC success on regular basis
- Budget request from town to encourage minority owned businesses to come to Chelmsford.
- Increased transparency into the bidding process for town contracts and what are the stats for awards to minority owned businesses?
- Affordable housing initiatives? Great way to increase diversity
- Create a Hotline for reporting racist incidents in anonymous format

- Natick has a "Freedom Team" where all municipal groups come together with Diversity Team to review incidents.
- Diversity Models - ppl in town submit their pics and in town center have pics of our diverse community in the center

#### T. Dzuris

- In charge of town annual report- plan to use pics from George Floyd vigil and include more diversity in messaging
- Work with Lisa Marrone, Business Spotlight on town website
- Introduce our mission to department heads once objectives flushed out to assist with things like fireside chats, etc.
- Banners in town common are fundraised by Chelmsford Parade Committee (\$500 per). Chelmsford historical district needs to approve special signing.
- Update the "Public Celebrations Committee" which is currently vacant. Needs assistance with community events so this may be a good way to accomplish future events we are planning and revive the committee in a new and vibrant way. Members would be appointed by Select Board.
  - Chartered committee w/ small budget and room for future increases based on success

Town Website Updates - <http://ma-chelmsford.civicplus.com/854/Diversity-Racial-Equity-and-Inclusion-Co>

- Anything that the committee would like to add to website can send to Tricia
- Annual Town Report supposed to include historical events so pictures to include are from Floyd vigil and will send out pics for group input
- Once we agree on certain training or recs, Tricia can facilitate influence within Town
- Include diversity quotes and change content frequently

#### P. Hicks

- Set up network w. existing orgs/like -minded groups doing similar work - can publicize events we sponsor or co-sponsor
- Promote town/municipal job postings to help increase diversity w/in town positions - increase visibility and representation in town employees
- Sponsor speaker/lecture series (maybe in tandem w Chelmsford Public Lib)

### **Next Meeting Date, Time and Objectives**

- Categorize and prioritize goals
- Once identified top goals, breaking down into actionable plans to get there
- Tues Oct 27, 2020 - 1 hour (7-8pm ET)

### **Adjournment**

Motion to adjourn 8:31pm

- Accepted and meeting ended