

Diversity, Racial Equity and Inclusion Committee
Town of Chelmsford, MA
November 10, 2020

Members in attendance (remote via Microsoft Teams):

Phil Hicks, Chair

Latosha Wright, Co-Chair

Susan Mackinnon, Clerk

Lauren Cochran, , Rachel Donovan, Tricia Dzuris, Jennifer Giannino, Cherrice Lattimore, Joseph Mason, Brian Petro-Roy, Carly Connor Reim

Absent: Margaret Feeney, Jigarkumar Dave

Jesse Heines attending as guest.

Meeting Called to Order at 7pm.

Acceptance of minutes of 10-27-20 meeting

Motion to accept – B. Petro-Roy

Seconded by – C. Reim

Unanimously Approved

Chelmsford Telemedia Program on Civil Rights

P. Hicks opened the meeting for discussion of involvement with Jesse Heines' group as they had reached out to this group. Members of this group indicated they had reviewed the website and viewed some of the docuseries. <https://jesseheines.com/CivilRights/Home.php> Jesse Heines is not quite ready for our input. They do not know what nature they want that to take. Waiting for details from Jesse.

Continuation of Goal Setting

J. Mason created and distributed a survey based on committee members ideas regarding goals. He presented results based on weighted scores.

Education – 1. Updating curriculum , 2. Increasing diverse representation in schools, 3. Creating relationships with school groups

Community relationships - 1. Urge town to declare racism public health issue, 2. Town sponsored diversity events + Using data from surveys to create equity goals.

Communication – 1. FB, email/local news, IG, Twitter, town website, Lowell Sun, 2. Initiatives to attract minority owned businesses, 3. Collaborating with other influencers.

J. Mason will send complete results to all members. He suggests we use this over next six months as we make progress.

P. Hicks stated need to prioritize. B. Petro-Roy – start with the number one in each section and decide how to implement. C. Reim said that some of these are actions. We need “goals” for each of these actions. Are we trying to establish ourselves as organization, or do we want higher level goals? L. Cochran – mission statement is higher level.

Goals might be “reach xxx people within certain amount of time.” Phil talked about goals being different from norms. C. Reim says distinguish “Goals vs. Tasks.”

J. Mason suggested having different people on sub-committees different interests, specialties- business, education...Perhaps we can break into groups to take on. P. Hicks wants to be sure we can all have input. T. Dzuris believes we would always bring work back to committee.

All subcommittee meetings must be posted and public under open meeting laws.

S. Mackinnon said we need goals, so we know WHAT to communicate to school, to town leaders ,to businesses. Other members concur. L. Wright wants to make the goals SMART (specific measurable, actionable/achievable, relevant and timely) once we have the top five.

*****IF you want to bring up something new contact chair to ask for it to be put on agenda. Also add time to share correspondence.

There was continued discussion about a logo – contest??? Students?? Open to community? Exhibit at library or CCA? C. Lattimore suggested we have a town-wide event to display entries. We need to define this process clearly, including judging. L. Cochran – perhaps we choose the best 5 and let attendants vote? Committee will continue consideration of this at future meeting.

Next Meeting – November 17, 2020 at 7 pm

Motion to adjourn by C. Reim, Seconded by C. Lattimore
Meeting adjourned at 7:50 pm

Minutes submitted by Susan Mackinnon, Clerk,
Diversity, Racial Equity, and Inclusion Committee