

Diversity, Racial Equity, and Inclusion Committee
Town of Chelmsford, MA
November 17, 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: Jigarkumar Dave, Margaret Feeney

Meeting Called to Order at 7pm.

Acceptance of minutes of 11-10-20 meeting

Motion to accept – L. Wright

Seconded by – B. Petro-Roy

Unanimously Approved

Correspondence – Town Council, Bristol, RI

P. Hicks read email from Renee Soto in Bristol, RI. She wanted to ask how this committee got together. She is involved in creating a group in Bristol. They need to make a proposal to the town council before they can go forward. She also contacted N. Andover because they have a similar group. Phil will be on a phone call with her on Thursday evening.

Continuation of Goal Setting

T. Dzuris – In regards to declaring racism as a public health issue, due to COVID emergency, this might not be a good time for BOH, but we could petition Select Board to issue a proclamation or make a pledge against racism and hatred.

The Chelmsford Town Manager has as one of his goals to work with this group and work on issues of diversity and racial equality.

P. Hicks – hopes finish work on these goals tonight and move on to action by different members.

S. Mackinnon – Fireside Chat with police chief is a priority.

P. Hicks – Proposes a goal to “establish a regular communication (quarterly updates) with police dept through chief of police relevant to diversity and racial equity.” To understand how our police dept operates

C. Lattimore – What are the CPD doing in terms of diversity staffing, diversity training, de-escalation, and racial bias? Impact of BLM and Defund the Police? Haverhill Police – chief has liberties to fire, in some other communities that is not so. T. Dzuris states that the Chelmsford Police Chief is a STRONG CHIEF under MA laws. He has this departmental control as a responsibility.

P. Hicks – **relationship and partnering** is important so we are not at odds. We want people to be open to what we are saying.

B. Petro- Hicks – Develop a partnership, but ask tough questions.

P. Hicks – hold people accountable in a way that encourages people to partner with us.

L. Wright – ask for data and revisit it later to see if progress has been made.

Latosha Wright and Brian Petro-Roy will create questions to propose to committee by Dec 8. Committee will finalize list by Dec. 15 and give them to police chief by Dec.22 to prepare for a meeting in January.

What is the End goal for meeting with Police?

L. Wright -a community where we feel safe.

Brian – To communicate that *they* work for *us*. Promotes safety for all , POC, minorities. Guide police toward just perspective

T. Dzuris – communication and public relations regarding info about how our police force operates.

Dzuris suggests we watch – in files and on YouTube– [A Conversation With Police , Uncomfortable Conversations With a Black Man.](https://youtu.be/pM-HpZQWKT4) <https://youtu.be/pM-HpZQWKT4>

Rough draft of language for this goal:

“Establish a partnership and regular communication (quarterly updates) with the Chelmsford Police Dept, through the Chief of Police, to understand how our police dept operates relevant to diversity and equity and to develop Public Relations to establish safety for the community and foster an attitude of mutual respect between the Police and the community.”

Final to be developed at next meeting.

Next Meeting

November 24, 2020 at 7pm

Adjournment

Motion to adjourn P.Hicks

Second T.Dzuris

Meeting adjourned at 8:06 pm

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