

Diversity, Equity, and Inclusion Committee  
Town of Chelmsford, MA  
January 10, 2023

Members in attendance :

Carly Reim, chair

Bill Campbell, Lauren Cochran, Tricia Dzuris, Cherrice Lattimore, Susan Mackinnon, Beth Picos

Absent: Linda Morel, clerk. Milo Ransdell

**Call to Order** 7:05pm.

**Approval of minutes of December 6, 2022, meeting**

T. Dzuris made a motion to approve the 12-6-22 minutes. L. Cochran seconded. Motion carried.

**Land Acknowledgement statement**

**Committee Business**

**Announce and Introduce new committee members**

William "Bill" Campbell and Elizabeth "Beth" Picos are the two new members appointed by the Select Board.

**MA DEI Coalition Guide meeting**

S. Mackinnon attended a Zoom meeting of the MA DEI Coalition in September. The Massachusetts Municipal DEI Coalition is a group of professional DEI practitioners in the local government space that share experiences, compare best practices, and support each other through common challenges. In 2021 and 2022 they created a guide for communities to use in their DEI work. This meeting was an opportunity to launch the guide and share experiences. Some major highlights of the meeting included a challenge to town leaders to make it a priority to hire a DEI officer or director with a budget, and to emphasize the importance of conducting a town-wide Equity Assessment.

In the absence of a DEI director in Chelmsford, this DEI committee has the mission to complete DEI work for our town. Extensive discussion ensued among committee members on this topic. Some of the ideas included meeting with the Select Board to bring them up to date on our past accomplishments, and to possibly ask them to set future goals for us and to help us create partnerships with other groups in town.

Committee members will contact municipal leaders to seek a partnership or liaison relationship to support each other in our efforts. Contacts will include Chelmsford police, Chelmsford School Committee, Chelmsford School administrators, Chelmsford library, Community Services Director, and student affinity groups.

**Black History Month Planning**

Lexy Lattimore, Director of the Chelmsford Center for the Arts attended this meeting to discuss events scheduled for the month of February and to seek the DEI Committee's assistance. As T. Dzuris noted, this committee does not have funding from the town so we cannot promise financial assistance. Cherrice Lattimore will apply to the Greater Lowell Community Foundation for a grant to help with Black History Month funding.

Black History Month events to be held at the CCA include a Gallery exhibit on February 4 featuring Dwight Upchurch, Black History Trivia on February 9, a film screening on February 10 (either I Am Not Your Negro, or Summer of Soul), and a Jazz Brunch on February 25. Lexy Lattimore asked DEIC members to promote the events on social media, distribute flyers, sell tickets for the Jazz Brunch, and volunteer to work at events.

### **Juneteenth**

C. Lattimore has proposed securing steppers or double-dutch teams, a DJ, and a speaker.

### **Pride Month**

A town wide event will be held on June 10.

### **Finance Update**

Balance = \$3565.89

All funds come from donations.

### **Meeting schedule**

Next Meeting will be a remote meeting on January 24 at 7 pm.

### **Adjournment**

Meeting adjourned 8:51 pm.

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