

Diversity, Racial Equity, and Inclusion Committee
Town of Chelmsford, MA
January 26, 2021

Members in attendance (remote via Microsoft Teams):

Phil Hicks, Chair

Latosha Dixon, Co-Chair

Susan Mackinnon, Clerk

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

Absent: J. Dave

Also present: John Tubridy, Ivy, Diane Donovan

Call to Order 7:00 pm.

This meeting is being recorded.

Approval of minutes of January 19, 2021 meeting

Motion to approve by T. Dzuris. P. Hicks seconded. Motion approved.

DREIC Update to the Select Board

P. Hicks, L. Dixon, and T. Dzuris made a presentation, including the proclamation, to the Select Board. A future meeting of DREIC will be used to discuss SB recommendations, and next steps.

R. Donovan noticed some key concepts were evident– white privilege, bigotry vs. systemic racism. What kind of training do town groups get?

T. Dzuris said MIAA offers training and someone on the Select Board suggested the members of this committee take training.

L. Cochran felt Select Board discussion was “old school.”

R. Donovan felt a guided, interactive training would be most helpful. T. Dzuris and S. Mackinnon echoed this.

C. Lattimore suggested *Uncomfortable Conversations with a Black Man* (YouTube). Chelsea Handler, Chip and Joanna Gaines, other celebrities have been part of them

R. Donovan said P. Cohen encouraged training. Perhaps we can request funding from the town. Westford and Lexington may be a source of resources for us.

J. Mason – our original goal of declaring Racism a Public Health Crisis would educate people about racism being something that DOES exist. Joe will investigate data that backs it up.

Black History Month

• **Review Calendar**

There will be a different notable Black American featured each weekday beginning Feb. 1.

On the weekends there will be links to arts programs.

There will be a slideshow that grows each day showing everything that had already been presented.

A newsflash will go out each day on the What’s New in Chelmsford? section of the town webpage.

L. Cochran will send an email to the Chelmsford Schools to share this.

We were encouraged to share this info with friends and other groups.

- **Other events**

C. Lattimore spoke with Pete Pedulla at CTM:

The Negro National Anthem is *Lift Every Voice and Sing* written by James Weldon Johnson, adopted by the NAACP. Lattimore contacted a singer, Aleah Floyd, to come into the CTM studio to record. Also, Sheila Upchurch will recite Maya Angelou's poem, *Still I Rise*, as her daughter, Cecelia Lunde, accompanies her with a liturgical dance.

C. Lattimore made a motion to give them a stipend of \$100 each. S. Mackinnon seconded. Roll call vote, unanimous approval.

Castle of Our Skins link to live performance on Feb. 4 is on the town webpage.

Working Group updates

- **Culture**

No meeting until after BHM events.

- **Education**

S. Mackinnon reported on meeting with CARES - Coalition for Antiracist Reform in Education Systems. This is the group created by Arun Venugopal along with other CHS Alumni and students. Jenna Ward, CHS class of 2021, is working on her Girl Scouts Gold Star Award. She is assembling a comprehensive list of books by diverse authors on diverse topics that will include an online book list, e-books, and hard copy books for the Chelmsford High School library. Another group within CARES is working on a list of current and recommended list of mandatory and elective books for CHS students that includes authors of color. Specific discussion on indigenous people of this area took place. CARES would like some help moving forward to put their efforts in place. Donna Newcomb is the School Committee liaison to CARES. She would like to see the SC, DREIC, CARES, and CPS Administrators work together to create a comprehensive plan for Curriculum and Professional Development.

T. Dzuris, L. Dixon made a motion to appoint S. Mackinnon as liaison to CARES. All in favor.

Prepare Questions for Lisa Marrone, Director of Business Development

At the February 9 meeting Lisa Marrone will give an introduction on what she does and showcase her work. We have an opportunity to talk to her about attracting minority owned businesses.

Next meeting

February 2, 2021 at 7pm (to review SB recommendations and proclamation)

February 9, 2021 at 7 p.m. Lisa Marrone, Director of Business Development

Adjournment

Motion to adjourn made by T. Dzuris Seconded by P. Hicks. Adjourned 8:01 pm.

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