

Diversity, Equity, and Inclusion Committee
Town of Chelmsford, MA
February 7, 2023

Members in attendance: Carly Reim, chair, Cherrice Lattimore, Linda Morel, Lauren Cochran
Susan Mackinnon, Tricia Dzuris, Joshua Blagg, Jason Fredette, Jen Melanson, Ken Lander

Call to Order at 7:00 pm.

This meeting is being held onsite at the Chelmsford Town Hall.

Approval of minutes of the January 24 meeting

Tricia made a motion to approve the January 24, 2023 minutes. Carly approved and Linda seconded, and the Motion carried.

Land Acknowledgement Statements

Guests:

Jason Fredette – Elementary School Principal – Working with common core and understanding of acceptance. Interactive read “out loud” talk about cultures and different groups – Talk about core values. No student-run but more family-oriented training is needed. As a district strategic plan to govern your work for 3-5 years and equity is woven, Dean serves on the DEI committee, representation from every school in the district. REDI – Districts throughout the commonwealth re: DEI – Dr. Lang sits on this committee. 4 subgroups in the school community – Dean is in the outreach group. Looking at policies and procedures that are old. Reviewed and modified. Example – Emergency forms only have Mother & Father, review curriculum as well, Professional Development is important of the curriculum, HR piece – Teaching staff has no diversity, Chelmsford, and Massachusetts problems. Trying to diversify the workforce and recruit more diversity to Chelmsford. Takes years. Training existing staff.

Susan – Outreach to families is needed. – Dean – Developing survey for families.

Tricia – Suggestion of developing a survey and include with Census. Is Linda Hirsch – Assistant Superintendent of curriculum part of these committees.

Cherrice – Outsiders are not really welcomed in. Being from Ohio, Cherrice experienced this.

Joshua Blagg- Hawthorn House – CHS - Student level DEI Committee – Saw raising tension among the student body. Started Black Student Union – CHS Dean, 5 different affinity groups Black, Asian, Middle east (Student Unions), and LBGQT plus space. Focus on micro-aggressions, educate what they are, and why they occur on both student and staff levels. PD with Staff. Brought in student leaders to present to staff on experience and struggles. Knowledge of how to intervene. Focus on actions to take. 120 staff Shared testimonials, etc.

Will they share this video with the community?

Susan – Acton-Boxborough group is very advanced in DEI. An organization called “Right to be” focuses on microaggression and what to do. Dean would like to learn about the organization.

Carly – How is micro-aggression education going?

Jen Melanson – Community Service Coordinator (Town of Chelmsford) – July 2019 – Chelmsford market on common (Farmer’s Market) – Small-scale pride week in June last year which was very successful, Rainbow Chelmsford, DEI Committee attended, many families were very appreciative, June 10th, 2023 – Pride at the market – 11-2 – Queer space from high school invited- maybe a display on microaggressions is suggested, bands, Drag show at CCS on the same day. Publicity on Facebook and market manager is very helpful. Juneteenth – Feature BIPOC vendors at the event, maybe free table space, and go through the DEI committee.

Susan – Warren to ask Ken for projector lights to light up UUC for pride month. Standing committee to make the decision for lights.

Black History Month

Cherrice – Most of the events are planned at CCA, however a little mishap at CCA – Closed to the public for this week. Trivia happening online, the film screening is canceled, the gallery opening is postponed, the remainder of the month auditorium is fine, Jazz Brunch on the 25th is fine, artists signed on, gallery opening on the 18th or 24th potentially.

Juneteenth – DJ solidify – June 17th, Catering confirmed, 11-3 parallel with market vendors.

Grants - \$1500 for Black History Training –

Mandatory conflict of interest training – Required.

Chelmsford Climate Action Team – Earth Day Fair – April 22 – Presence of DEIC. – Tricia- Does not see a fit. Linda will commit to this day, Sponsor.

Motion to explore polo shirt not to exceed \$400.

Groton DEI Committee Meeting – 2/9 at 5 – Chelmsford DEIC to attend.

Ken – UUC – DEI to speak to the congregation – Part of service or something extra – He will present to the committee to see if we can speak. 10:00 am on Sundays!

Cherrice – Calvary Baptist – Haverhill – Invited DEI to church.

Next Meeting

- Discuss upcoming events
- Mass DEI Coalition – Susan to discuss
- February 28th – 7:00 In person

Adjournment

- Susan made a motion to adjourn the meeting. Linda seconded. The meeting adjourned at 8:46 pm.

Minutes submitted by Linda Morel

Diversity, Equity, and Inclusion Committee Code of Conduct for Social Media platforms

Mission Statement:

The Diversity, Equity, and Inclusion Committee (DEIC) supports Chelmsford's efforts to become a welcoming town that recognizes diversity, pursues racial equity, and fosters inclusion.

We strive to identify and promote activities designed to further efforts of these core values, and to advocate for the human and civil rights of all.

The Committee will provide guidance to local governing bodies, municipal organizations, businesses, and residents on diversity-related issues, discourage prejudices and discrimination, and encourage unity in our community.

Code of Conduct

Be Kind and Courteous

Treat everyone with respect. Our aim is to foster inclusion at all times.

No Hate Speech or Bullying

This page must be a place where everyone feels safe. Bullying of any kind is not allowed, and degrading comments about things such as race, religion, culture, sexual orientation, gender, or identity will not be tolerated.

No Promotions or Spam

Only links relevant to the mission of the Diversity, Equity, and Inclusion Committee are permitted.

Administrators reserve the right to allow or disallow comments based on this Code of Conduct. Failure to comply will result in removal from the group.