

Diversity, Equity, and Inclusion Committee  
Town of Chelmsford, MA  
February 28, 2023

Members in attendance: Carly Reim, chair, Linda Morel, Lauren Cochran  
Tricia Dzuris, Bill Campbell, Elizabeth Pocos, Deidre Heck, Warren Flewellen

**Call to Order** at 7:00 pm.

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

**Approval of minutes of the February 7 meeting**

Carly made a motion to approve February 7, 2023, minutes. Trisha approved and Linda seconded, and the Motion carried.

**Land Acknowledgement Statements**

**Committee business:**

o **Transgender Day of Visibility**

o Deirdre Heck & Warren Flewellen

- Transgender Day of Visibility is March 31 (technically); however, their event will be April 2 to be held at CCA. Requirement of (2) microphones, potential anti-trans sentiment, code of conduct and expectations at the event, potential police presence, approximately 80 people (based on BLM event). Warren would like to publicize it immediately with a press release and DEI will promote it via the DEI website and Facebook. \*\*Action items – Confirm with Paul and Lexy on CAA availability (confirmed).
- Speaker for Transgender Day is Zr. Alex Kapitan – Bio below:
  - Zr. Alex Kapitan (ze/per) is a lay community minister, educator, editor, consultant, and activist. A trans and queer lifelong Unitarian Universalist, Alex does interfaith LGBTQ work on the national level and supports congregations in becoming places of radical welcome for all. Ze is the co-founder of the Transforming Hearts Collective, (<https://www.transformingheartscollective.org/>) the co-leader of the program Trans Inclusion in Congregations, and the founder of Radical Copyeditor, an anti-oppressive language project.

o **Black History Month – Recap of the month's activities**

- o Carly – Bingo, daily posting on the town website and Facebook, Watch it Wednesday movie, Black Klansman,
- o Jazz Brunch – A total success. The food was great, the artwork was fantastic, and great vibe all around. A very well-executed event and the perfect number of volunteers.

o **June 10 Pride Day**

- o Any feedback from the Church on the use of the building? Working on this. Make ourselves available for the Board of Health questions.

- Warren – Projector approval still needs to go before the church board next Tuesday, March 7<sup>th</sup>.
- **Grants** – Cherrice is not present.
- **Shirts** – Tricia is to order agreed-upon polo shirts from Center Sports in Chelmsford.
- **Conflict of Interest Training (reminder)**
  - Tricia – Mandatory online training is required every 2 years. The deadline is March 31<sup>st</sup>.
- **Chelmsford Climate Action Team**
  - Organizing an Earth Day Fair at the Chelmsford Public Library scheduled for April 22 from 1-4 PM – Linda to work this event.
- **Groton DEI**
  - Raquel Majeski, Groton DEI Representative (met with their team virtually the week before)
  - Carly & Bill – Work together, support each other, and share idea. They came to the Juneteenth event and thought is very well done. Agreed to promote each other's events (cross-pollination). Bill – We should invite them to our Juneteenth planning meeting.

### Next Meeting

- Discuss upcoming events
- March 21<sup>st</sup> – 7:00 In person

### Adjournment

- Carly made a motion to adjourn the meeting. Trisha seconded. The meeting adjourned at 8:00 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.