

Diversity, Equity, and Inclusion Committee
Town of Chelmsford, MA
March 1, 2022

Members in attendance :

Carly Reim, Co-chair, Susan Mackinnon, Clerk,

Lauren Cochran, Rachel Donovan, Tricia Dzuris, Cherrice Lattimore

Absent: Latosha Dixon, Brian Petro-Roy

Also attending: Maura Snow, John Tubridy

Call to Order 7:02 pm.

This meeting is being held virtually via Microsoft Teams. It is recorded.

Approval of minutes of February 2, 2022, meeting

T.Dzuris made a motion to approve the 2-2-22 minutes. C.Lattimore seconded. Motion carried.

Committee Business

The Land Acknowledgement Proclamation was approved by Select board on 2/28/22. Carly Reim read it aloud to the DEI Committee.

Resignation announcement as of Friday 3/4/22 - Joe Mason moved out of Chelmsford. There is now an open seat to fill an unexpired 3-year term ending June 30, 2024. Apply online at the town website.

C.Reim will advertise on Chelmsford News and other town pages and DEIC Facebook page.

Finance report

Currently at \$2938.93 (an anonymous \$2500 donation was made)

Donations of \$672.00 total made at Black History Month event.

Expenses for BHM were \$360 for transportation, \$281.47 food, and \$195.63 miscellaneous.

C.Lattimore made a motion to donate \$200 Boston University Inner Strength Gospel Choir, \$100 to Merrimack Valley NAACP from the donation money.

Cochran seconded.

All present voted yes via roll call.

Logo

New artist renditions are available and will be emailed to committee members. Please review and send comments to L.Dixon and C. Reim by Friday, March 11. Include a clip of the one you favor if possible.

Education Requirement Reminder

An email was sent from Town Clerk in December regarding Open Meeting Law and Conflict of Interest signoffs. Committee members are required to complete these tasks.

Request for Listening Session

Maura Snow made a request to organize a Listening Session for the LGBTQ community and allies to express concerns to the Select Board.

A member of the Select Board asked the DEIC to organize this.

Snow provided some history. In 2019 Pride Month was recognized by the Select Board. A Pride flag sent to all town groups. It was displayed at Chelmsford Center for the Arts and the Senior Center through the month of June. It was well received by most of community but there were complaints.

Sept. 2019- SB created a policy that only government flags could be flown at town buildings. In 2021 some residents spoke out, but SB kept government flags policy in place.

2022 – Virginia Crocker-Timmins asked DEIC to hold Listening Session. SB does not want anyone to talk about flags. They do not plan to revisit the policy.

DEI Committee members discussed what action to take. We will facilitate a Listening Session, but we need to know some things:

What is the exact policy on flags? What do other towns do?

Who will participate in the Listening Session? How can the SB stipulate what people will say? Listening Session with SB will need to address what SB has done for the community other than make the flag policy.

Maura Snow asked that this be place on SB calendar sometime between Town Meeting and May meeting.

T.Dzuris will schedule it. Resident engagement group will work on letting the public know.

Working Group Updates

Black History Month – C.Lattimore, S.Mackinnon, and C.Reim were in this group.

C. Lattimore reported that a 6-month lead time was important to success of the month's programs.

Social Media – C.Reim. Artists – S.Mackinnon. Concert at CCA – C.Lattimore

There were almost 100 attendees. The highlight was the Boston University Inner Strength Gospel Choir. CTM livestreamed the event.

Margaret Smith of the Eagle Independent/ wickedlocal.com wrote an article about the events.

Dacey Zouzas will publish a color photo article in the Z List of the Lowell Sun.

The Working group will put together a playbook for future reference.

Watch It Wednesday

Thirteenth B. Petro-Roy moderated.

I Am Not Your Negro Technical issues prevented viewing. Lexy Lattimore moderated. She opened a discussion with "What bought you here?"

This prompted a lengthy discussion about the racial harassment at a Westford sporting event and the participants' perspectives and experiences.

Women's History Month

Working group – L. Dixon, R. Donovan, T. Dzuris

Information will feature three categories of women making history as heroes in Chelmsford.

Introduction was posted on today's (3-1-22) DEIC FB page. A post will be added each week.

Juneteenth

C. Reim suggests we reach out to the community for volunteers. L. Cochran will reach out to the Black Student Union at the high school.

Resident Engagement (S. Mackinnon will join Reim and Donovan in group)

BHM promoted on FB page. Number of viewers grew over the course of the month.

Content was shared to other Chelmsford pages, Chelmsford News, Chelmsford Town Talk, etc.

Reim made a flyer that was well-distributed.

Reim knows of a college group that chooses one non-profit per term to help them "build their brand" using Social Media. She applied to them for help.

Questions for Election Debates

Republican town committee and League of Women Voters usually hold debates

March 15 – voter registration night at library

CHS Civic Action Club?

Contested: Select Board 3 candidates for 2 seats, School Committee 3 candidates for 2 seats

Meeting schedule

Meetings will be every other Tuesday. Next Meeting will be virtual.

March 15, 2022, at 7pm

Adjournment

T.Dzuris made a motion to adjourn the meeting. Seconded by R.Donovan. Meeting adjourned 8:34 pm.

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