

Diversity, Racial Equity, and Inclusion Committee  
Town of Chelmsford, MA  
March 9, 2021

Members in attendance (remote via Microsoft Teams):

Phil Hicks, Chair

Latosha Dixon, Co-Chair

Susan Mackinnon, Clerk

Lauren Cochran, Carly Connor Reim, Rachel Donovan, Tricia Dzuris, Cherrice Lattimore, Joseph Mason, B. Petro-Roy

Absent: J. Dave, M. Feeney,

Also present: April Danielson

**Call to Order** 7:03 pm.

This meeting is being recorded.

**Approval of minutes of February 23, 2021 meeting**

Motion to approve by C. Connor Reim. L. Dixon seconded. Motion approved.

**Transgender Day of Visibility planning**

March 31, 2021 is Transgender Day of Visibility. T. Dzuris received permission from the mayor's office in Philadelphia to use an article containing information about transgender history and needs. R. Donovan and L. Dixon are working on doing an interview with the approach of asking about allyship, and questions such as, "What was helpful to you during your transition?" Have a conversation re: comfort? pronoun use? etc.

L. Cochran knows a student we might interview. She told this group that Christy Whittlesey at CHS wrote a book called *It's Okay to Say They*.

B. Petro-Roy suggested either a 5-minute interview to reach a wide audience, or a podcast people could download for deeper interest.

Dzuris suggests adding a sub-page under the town committee page to devote to LGBTQ+. The info from Black History month is now under its own subpage.

J. Mason works with someone in HRC who has put together info about transgender. He will gather some to share.

**SW Support Update**

We continue to need software support using Smart Sheets. We have had some trouble using the documents. C. Connor Reim will research it and get back to us.

**Working Group Updates**

**Culture** – no updates. Group will meet in April. Dzuris said the Select Board made a change to how they deal with proclamations. A new policy requires 2 meetings in advance for documents sent to them. C. Lattimore signed up at work for Indigenous /Native American group and will share info with this group.

**Education** – This group is waiting until later in April to meet with the Assistant Superintendent again. L. Cochran teaches two film classes. We Stand Together – 35 students will be making PSAs on Diversity. Dzuris asked how far in advance curriculum is developed. Cochran said at HS level it starts in October. Cochran is VERY interested in a course on Racism and will speak to the Asst. Superintendent about it again. There were questions about the CARES group Book List. There is Jenna Ward’s Gold Star project list and the list Richard Fahy’s committee has put together as recommendation for high school reading list. S. Mackinnon reported that she is included in the CARES group list and will continue to work with them to coordinate efforts to address curriculum and professional development.

**Communication** – Lattimore: This is Women’s History Month! We still have an opportunity to do something. We need to look ahead to upcoming months. This working group will meet to develop something to put out by the end of the month.

**Diversity Training--** This workgroup met on March 2. Hicks, Mackinnon, Connor Reim, and Donovan are in the working group. Current goal is to choose training for the Select Board. Group suggests a two-pronged approach –a facilitated overview on Understanding terms and topics, followed by self-directed online-trainings. ( pointmadelearning.com ~\$80 per person) R. Donovan said the first would be an umbrella introduction, with on-line being more specific topics, in particular racism. L. Dixon suggests this committee attends the same training. Sharing of ideas, language, thoughts. WG does want to ask what group wants. Dzuris, Petro-Roy, and Mackinnon brought up that we have blind spots – what are they? The Diversity WG is also exploring a Virtual Viewing Party for the community. Movie and date TBD.

### **Revisit Goals**

We need more time in a meeting to do this. The plan is to develop more specific goals. Dzuris will send everyone the list of goals because all members cannot access documents in TEAMS.

### **Next Meetings**

March 23, 2021 at 7 p.m.

March 30, 2021 at 7 p.m.

April 13, 2021 at 7p.m. State Representative, Vanna Howard, will present.

### **Adjournment**

Motion to adjourn made by T. Dzuris. Seconded by C. Lattimore. Meeting Adjourned at 8:05 p.m.

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