

Diversity, Racial Equity, and Inclusion Committee
Town of Chelmsford, MA
March 23, 2021

Members in attendance (remote via Microsoft Teams):

Phil Hicks, Chair

Susan Mackinnon, Clerk

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

Absent: L. Cochran, J. Dave, L. Dixon, M. Feeney

Call to Order 7:00 pm.

This meeting is being recorded.

Approval of minutes of March 9, 2021 meeting

Motion to approve by T. Dzuris. C. Connor Reim seconded. Motion approved.

Transgender Day of Visibility

March 31, 2021 is Transgender Day of Visibility. L. Dixon recorded two interviews for TDOV.

Attacks Against Asian-Americans, Individual Anti-Racism Pledge

A link to an article from the NY Times is on the website. S. Mackinnon read the DREIC statement to declare we stand with the Asian American/Pacific Islander Community.

<https://www.townofchelmsford.us/CivicAlerts.aspx?AID=1489>

T. Dzuris reminded all that there is an opportunity to sign an anti-racism pledge on the website.

P. Hicks believes this is any excellent opportunity to take a stand. After years of seeing injustices like this he hopes that we will one day see the end of this kind of hatred. B. Petro-Roy stated that inadequate mental health structure and easy access to weapons has been an unhealthy mix. He asked if a motive had been found for the recent mass shooting in Colorado. None known yet.

Women's History Month

Celebrating Chelmsford's Women in History, including Peggy Dunn who passed away last year, highlighted on the town webpage. This year focused on women in our town's history who had passed away. Next year might focus on present day women.

Important to note that Deb Haaland became the first Native American US Cabinet member – an indigenous Woman!

The Communications Working Group put this information together. Next up -April is Autism Month. Cherrice Lattimore will interview Beth Bellone, of the New England Center for Children. Petro-Roy shared positive news: Evanston, IL, is the first city in US to offer reparations to black Americans. Amherst, MA, is considering the same. AP News and CBS News reported on this.

<https://apnews.com/article/reparations-evanston-illinois-black-residents-752a6fe83c560117523d7f8abba1bfb8> and

<https://apnews.com/article/race-and-ethnicity-massachusetts-c54f6419bf59017ab28956d35981a55e>

Diversity Training

P. Hicks suggested possible topics for training for this committee. R. Donovan wants to know how we can be more effective in impacting the town and our expanding scope of influence. Hicks wonders about assessing impact as well. C. Lattimore shared information about 3 speakers in a Racial Equity speaker series <https://linktr.ee/uvadiversity> - Ibram Kendi, BU historian, on April 21, Ijeoma Oluo on April 2, and Laura Roberts on March 23.

The self-directed training on www.pointmadelearning.com will be recommended to the Select Board. \$80 per person. T. Dzuris suggested each person on DREIC to take the same training. Dzuris made a motion to allocate \$80 per person for each member to take "I'm Not Racist Am I?" training, not to exceed \$960. R. Donovan seconded. No discussion. All voted in favor. Donovan will send the link. Each member will take the self-paced course. Send invoice to T. Dzuris for reimbursement.

Police Department started a weeklong training on implicit bias for every officer in town. Lieutenant Todd Ahern took the Train-the-trainer course and may bring this to town employees.

Revisit Goals

S. Mackinnon made a motion to table this discussion until the next meeting. Dzuris seconded. Motion approved.

Meeting Schedule

March 30, 2021 at 7 p.m. Maria Pelacio will attend to discuss ways to partner library and DREIC.

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

Adjournment

Motion to adjourn by T. Dzuris. Seconded by C. Lattimore. Meeting adjourned at 7:35 p.m.

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