

Diversity, Racial Equity, and Inclusion Committee
Town of Chelmsford, MA
March 30, 2021

Members in attendance (remote via Microsoft Teams):

Phil Hicks, Chair

Susan Mackinnon, Clerk

Latosha Dixon, Vice Chair

Lauren Cochran, Rachel Donovan, Tricia Dzuris, Cherrice Lattimore, Brian Petro-Roy

Absent: C. Connor Reim, J. Dave, M. Feeney, J. Mason

Call to Order 7:00 pm.

This meeting is being recorded.

Approval of minutes of March 23, 2021 meeting

Motion to approve by T. Dzuris. R. Donovan seconded. Motion approved.

Maria Palacio, Chelmsford Public Library

Maria Palacio is one of two Assistant Directors of the town library.

The pop-up library is ready to start up on April 2. The first stop will be at the temporarily closed MacKay Library.

Staff and administrators took a course on How to be an Anti-racist Library. A diversity audit will be conducted.

One Book Chelmsford: *How to be a Good Creature*. Author Sy Montgomery will do a Zoom presentation on April 21 at 7 p.m.

CPL has collaborated with 13 other libraries to form the Libraries Working Toward Social Justice group.

Social Justice Book group for March: *Evicted*

What the Eyes Don't See, April 20

All Boys Aren't Blue, June 15

Social Justice Speaker Series NEW!

April 26, 350MA of Lowell – linked with *What the Eyes Don't See*

May 18, *Sitting Pretty*, Rebekah Taussig

May 26, John Sharon, *Who Gets to Tell Your Story: Disability and Identity in a 'Perfect' World*

June 24, *History UnErased*

L. Dixon asked if they have any programs for children? The February book had a teen version. One Book One Chelmsford has a children's book.

Story times all have an element of diversity and inclusion.

M. Palacio asked about a film series this group has considered. P. Hicks stated that the Diversity WG brought it up, but no plans yet. We are very pleased with library's interest and willingness to work with us.

R. Donovan asked about library website. Palacio says they are working with other libraries to have a joint page on social justice activities in the area. (See attached listing of library programs for more information on all of the above.)

T. Dzuris asked who works on the library website. Palacio will send Dzuris a link to the web team.

Transgender Day of Visibility

Dzuris added a 12th bullet to link: Encourage everyone to add preferred pronouns to emails and social media profiles.

Revisit Goals

T. Dzuris noted Culture and Communication group seem to be working on the same goals. Perhaps merge it into one group: Public Relations. We do need to caution how many people are meeting in a working group.

Petro-Roy suggests we try a different platform for small groups. Because of Open Meeting Law we cannot use those platforms. T. Dzuris would like us to clarify how the working groups will function.

Hicks noted some of the goals cannot be accomplished solely by this group. He wants clarity on goals we can work on to completion, or goals that are for helping influencers accomplish.

Indigenous People's Day for instance: What are our goals? Completion date? Identifying things influencers can be doing? Dzuris said what we're doing is not going to be "done." It's an evolutionary thing. Hicks disagreed. For instance, a speaker series with the library can be done. He wants to be able to explain to the board or to constituents what we've done and what the results are. R. Donovan brought up the Indigenous People's project and its many layers: learning the history of people in this area, making a statement to say at ceremonies. She believes that goal needs a project plan working toward a long-term goal. Someone on the committee needs to own that goal. (C. Connor-Reim is interested in this goal.) Dzuris said we have to educate ourselves first, then bring it to the public. We ARE collecting information and putting resources on the website.

S. Mackinnon wondered how we can deal with the original goals that cannot solely be accomplished by the committee. She stated that the Education goals cannot be achieved by us. Only the School Committee and School Administration can make changes. This group can advocate, ask for information and progress, and offer assistance. Dzuris said that having a liaison to the School Committee is a goal, and scheduling time to meet with them regularly is important. Mackinnon has done some work on the goals and action plan but doesn't know how to share it with the group.

Petro-Roy asked if we want to establish October 11, 2021 as Indigenous Peoples Day in Chelmsford? L. Cochran said that Lowell just did it. Dzuris found that the Lowell School Committee voted to observe Indigenous People's Day in October 2021. Petro-Roy suggested we go to Select Board and Town Meeting with a proposal, but it is already too late to do so for the Spring Town Meeting, and the Fall Town meeting is not until October 18. We could present a proposal to the Select Board and the School Committee. He also asked about Juneteenth and says we should be planning something. Dzuris wants a change the Flag By-law because we probably cannot plan public events during this pandemic. Petro-Roy: Perhaps another group (CARES group?) will want to plan something, and we can show support. C. Lattimore reminded us that May is Asian/Pacific American Heritage month.

L. Dixon suggests that when you feel passionate about an event, take ownership, and offer to organize it. R. Donovan asked about Working Groups - what is better way to do it? Many members believe the groups should be more fluid as issues and events come up.

April 2nd- Autism Day. C. Lattimore has been in touch with Beth Bellone and may interview her. Wear blue! Associated with calm feeling in an otherwise loud and busy world.

May 21- World Day for Cultural Diversity

Reports from Working Groups

Diversity Training sign-up for point made learning on your own, pay for it and send Tricia Dzuris an invoice for re-imbusement. You must complete it within 30 days of signing up. Aim to complete modules by April 30.

Meeting Schedule

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

April 27, 2021

Adjournment

Motion to adjourn by T. Dzuris. Seconded by L. Dixon. Meeting adjourned at 8:20 p.m.

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

Attached: Chelmsford Public Library programming information

Chelmsford Public Library programming information provided by Maria Palacio

- **Pop-Up Library Relaunch starting Friday, April 2.** We are very excited to relaunch our Pop-Up library this week. We have 12 planned stops and they are a mix of community places such as parks as well as a good number of senior facilities including the Chelmsford Senior Center.
 - Please see our schedule here:
 - <https://www.chelmsfordlibrary.org/services/pop-up-library/>
- **One Book Chelmsford- Reading Sy Montgomery's *How to be a Good Creature*.** We are pleased to announce the selection of this book by the well-known author and animal lover. She will join us on Zoom on Wednesday, April 21 at 7pm.
 - <https://www.chelmsfordlibrary.org/programs/one-book/>
- **Libraries Working Toward Social Justice**
 - **We have collaborated with 13 other libraries to** “expand our programming efforts beyond our individual communities to achieve a more equitable, diverse and inclusive society.”
 - **All April programs:** [Libraries Working Towards Social Justice April 2021 Programs \(mhl.org\)](#)
 - **Highlighting:** Patrice Cullors, Co-Founder of the Black Lives Matter Global Network and Founder of grassroots Los Angeles based organization Dignity and Power Now. She will speak through the Lawrence Public Library on April 7 on Zoom.
 - Sign up: [Social Justice Speaker Series - Patrisse Cullors](#)
 - In May, we are helping to fund the program "Where Do We Go from Here? Why We Need Reparations for Black Americans with Dr. Brandon Crowley" to be held on May 25.
 - Sign up: [Where Do We Go From Here? Why We Need Reparations for Black Americans with Dr. Brandon Crowley - Chelmsford Events & Programs - Chelmsford Public Library \(libcal.com\)](#)
 - In June, as part of our partnership with the **Libraries Working toward Social Justice**, we are helping to fund a virtual talk by African American Culinary Historian and Chef Michael Twitty to be held on June 10 at 7PM. More Info: <https://chelmsfordlibrary.libcal.com/event/7555248> (We have not received the registration link yet, but please mark your calendars)
 - We will also have a talk by UMass professor Dr. Keith Mitchell on Toni Morrison's “Beloved” to be held on June 17. Sign up <https://chelmsfordlibrary.libcal.com/event/7549781>
- **Chelmsford Library's Social Justice Book Discussion series continues to go on strong. The next book is:**
 - **Tuesday, April 20 at 7pm** - What the Eyes Don't See: A Story of Crisis, Resistance, and Hope in an American City by Mona Hanna-Attisha <https://chelmsfordlibrary.libcal.com/event/7376882>
 - **Tuesday, June 15th @ 7pm**- Virtual Social Justice Book Group: All Boys Aren't Blue by George M. Johnson on Zoom <https://chelmsfordlibrary.libcal.com/event/7376900>
- **The Chelmsford Public Library's Social Justice speaker series** has some exciting guests lined up:
 - **Monday, April 26th at 7pm** - 350MA of Greater Lowell, A Better Future Project - SoJust Speaker Series / One Book <https://chelmsfordlibrary.libcal.com/event/7601547> (Connecting with the SoJust Book of the month: *What the Eyes Don't See...*)
 - **Tuesday, May 18th at 7pm**- Sitting Pretty: The View from My Ordinary Resilient Disabled Body by Rebekah Taussig on Zoom <https://chelmsfordlibrary.libcal.com/event/7376885> (Connecting with John Sharon's presentation, Who Gets To Tell Your Story...)
 - **May 26, 2021** John Sharon to present a talk called: Who Gets to Tell Your Story: Disability and Identity in a 'Perfect' World <https://chelmsfordlibrary.libcal.com/event/7531164>
 - **Thursday, June 24th at 7pm** - History UnErased - SoJust Speaker Series <https://chelmsfordlibrary.libcal.com/event/7587824>