

Diversity, Racial Equity, and Inclusion Committee
Town of Chelmsford, MA
April 27, 2021

Members in attendance (remote via Microsoft Teams):

Phil Hicks, Chair

Susan Mackinnon, Clerk

Latosha Dixon, Vice Chair

Carly Connor Reim, Rachel Donovan, Cherrice Lattimore, Brian Petro-Roy

Absent: J. Dave, M. Feeney, T. Dzuris, L. Cochran

Call to Order 7:03 pm.

This meeting is being recorded.

Approval of minutes of April 13, 2021 meeting

L. Dixon made a motion to accept the minutes. R. Donovan seconded. Motion approved.

Share Accomplishments Letter

L. Dixon read aloud from a letter she sent to State Representative Vanna Howard. A copy of the letter is attached. The accomplishments listed here will be helpful in preparing for the next presentation to the Select Board, currently set for the June 7, 2021 meeting.

Working Groups Review

S. Mackinnon reported on correspondence with Chelmsford Public Schools Asst. Superintendent Linda Hirsch, including professional development opportunities for staff, and current demographics for students and staff. Mackinnon will invite Dr. Hirsch to attend an upcoming meeting of the Diversity, Racial Equity, and Inclusion committee.

Mackinnon sent links to T. Dzuris to include on the DREIC page of the town website for Mental Health Awareness Month, and Asian Pacific American Heritage Month. L. Dixon recorded a video about Asian Pacific American History.

B. Petro-Roy reported on plans for **Juneteenth**. An open-air fair highlighting black-owned businesses is planned for the Chelmsford Town Common on June 19. CPD Lt. Spence is working with this group on logistics including parking, rest rooms. The Board of Health will assure we meet requirements involving food service and COVID guidelines. L. Dixon recommended reading *Island of Color- Where Juneteenth Started*. The working group will also contact Susan Gates at the Chelmsford Center for the Arts, and Tom Peterson at Chelmsford Telemedia for collaboration on this event.

C. Conor reported on work being done by herself, B. Petro-Roy, and R. Donovan, along with Raffa Nicoletta, on **Indigenous People's Day**. P. Hicks will communicate to the Select Board our intentions to request that Indigenous People's Day officially replace Columbus Day as a town observance in October. Nicoletta prepared an article to be presented to the SB by August 1, referencing the Proclamation and the commitment to supporting marginalized people, and to formally request the observance of IPD. Conor Reims asked for Phil Hicks' opinion. Hicks wants the article to be positively received, to tell the accurate story and to encourage the Select Board. Petro-Roy reminded the group about other town and state initiatives to observe Indigenous People's Day. Conor Reim stated that many employers have already adopted IPD as employee holidays. L. Dixon would like to prepare one or two slides to present at the Select Board meeting.

C. Conor Reim and P. Hicks are working on a Film Series and a Watch Party. Please submit suggestions for streaming services or other public access to relevant films. They are working to coordinate with the Chelmsford Public Library and perhaps involve a speaker or organize a film club.

Diversity Training Update

The members of the Diversity, Racial Equity and Inclusion Committee will complete Point Made Learning's training *Look Deeper: Race Digital Experience* by May 15. The committee would like to meet in small groups to discuss the

impact of the training and be prepared to recommend it to the Select Board from a position of knowledge and strength.

Meeting Schedule

May 11, 2021 at 7 p.m.

May 25, 2021 at 7p.m.

Adjournment

Motion to adjourn by Cherrice Lattimore. Seconded by Latosha Dixon. Meeting adjourned at 8:08 p.m.

Addendum: correspondence with State Representative Vanna Howard

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

Date: Thu, Apr 15, 2021, 2:43 PM
Subject: Chelmsford's Diversity Committee
To: <Vanna.Howard@mahouse.gov>
Cc: Dzuris, Tricia <tdzuris@chelmsfordma.gov>

Dear State Representative Howard,

The Chelmsford's Diversity, Racial Equity, and Inclusion Committee (DREIC) appreciated your attendance at our April 13th meeting. We are looking forward to learning more about the Joint Committee on Racial Equity, Civil Rights, and Inclusion. It is our intention to support efforts that will improve the lives of all residents of our town and State.

Our committee had its first meeting on September 29, 2020. As a Committee, we have established a set of goals which includes a combination of short term and long-term initiatives. Our goals fit in one of three categories: Education, Town Culture, and/or Communication.

In the past six months we have accomplished the following tasks:

- Created a Mission Statement
- Interviewed Chelmsford's Police Chief to learn more about the demographics of the department, their training, review traffic stop data, and learn about other community initiatives
- Championed a Proclamation condemning Racism, Hatred, and Discrimination approved by the Select Board on February 9, 2021
- Published an Individual Pledge condemning Racism, Hatred and Discrimination. To date, over 50 people have signed the pledge.
- Held meetings with Chelmsford's "influencers" such as the Business Development Lead and Human Resources Manager
- Established a partnership with Chelmsford's Public Library to share literature and other media platforms as it relates to Social Justice

- Created a virtual display to celebrate Black History Month. A notable African-Americans was featured each day of Black History Month. In addition, we recorded performances of the National Black Anthem "Lift Every Voice and Sing" and Dr. Maya Angelou's poem, "Still I Rise".
- Recognized Women of Chelmsford during Women's History Month
- Conducted informative interviews with a Transgender Person and a published scholar who documented the support needs of children who self identify as Transgender or Non-binary

This is an impressive list of accomplishments. There are more goals we are working towards. One of the most impactful initiatives, pending, is to identify Diversity training workshops for ourselves, the Select Board, and the community at large.

The DREIC has also written a comment about the recent events related to the acts of violence against Asian Americans and the tragic death of Mr. Daunte Wright.

We greatly appreciate your interest in our work. Please let us know how we can support your committee in the future.

Best regards,
Phil Hicks, Chair
Latosha Dixon, Vice-Chair