

Diversity, Equity, and Inclusion Committee
Town of Chelmsford, MA
June 13, 2023

Members in attendance: Carly Reim, chair, Cherrice Lattimore, Linda Morel, Lauren Cochran
Susan Mackinnon, Beth Pocos, Bill Campbell, Mark Bergeron, Abigail Paz, Lou Bergeron, Jen Melanson

Call to Order at 7:06 pm.

This meeting is being held onsite at the Chelmsford Town Hall.

Approval of minutes of the May 31, 2023

Carly made a motion to approve the May 31, 2023, minutes. Susan approved and Linda seconded, and the Motion carried.

Land Acknowledgement Statements

Committee business:

➤ **Juneteenth Planning update:**

- Talent Schedule – Hosting, Carly, Linda & Susan
- Sound – Pete from Chelmsford Media to help. – Cherrice
- CHS girls to help face painting & Beth (her daughter)
- Lou and Abigail will help with the event.

Talent Schedule:

- DJ Tony, 11:15 –
- Welcome and Land Proclamation 11:15 – Tricia
- Opening of Prayer & Moment of Silence – TBD (Cherrice to let us know) 11:18-11:20
- Hailee Thurman – Lift every voice – 11:25
- DJ Tony 11:25-11:45
- Vendor Gratitude's – 11:45-Noon
- Raven Lee Brown – (from Somerville) Liturgical Dance 12:00-12:05
- Brent Smith – 12:10-12:25
- DJ Tony – 12:25-1:00 - Line dancing instructions – Potentially Hailee to lead.
- Evan Martin – Musical interpretation 2:30-2:40
- DJ Tony – 2:40-3:00
- Cooler & Water for team – Linda
- Coverage – All hands-on deck – DEIC Committee Members to attend.

DEIC booth at the Chelmsford Country Fair on July 3 & 4:

- Monday - 5-10
- Tuesday - 9-1
- Abigail and Lou to potentially help.
- Volunteers – Bill, Beth, Lauren

- Objective – Signing pledge, visibility.
- Pay \$85 to Tricia to make motion to approve \$85, Lauren approved, all approved.

School Committee update – Susan Mackinnon

- Young African women did her thesis on effects of social media Tik Tok, etc. on young black students.
- Dan Hart – Attended a conference on school hate speech in Boston.
- School Committee – Went through DEI training – Chelmsford School one among a few in state.
- Submit to Town Manager newsletter or school committee website around DEI information.
- CHS partner with UMass Lowell – Temporary staff very diverse, good representation, however, went back to their countries.
- We need more outreach for diverse teachers – Need outreach for increase diversity of teachers.
- Big question – What is CHS doing about outreach HBCU in
- School Committee – Signed own Pride month proclamation.

Award \$1500 Grant – Great Lowell Community Foundation – Cherrice

June 12th – 6-8pm – Chelmsford Public Library – Carly & Linda – Met many folks from different committees, select board, spoke with potential volunteers.

Bill – Can we have more members on committee? Yes, but can not vote and they would be considered volunteers. If volunteers come to a meeting it would have to open forum to speak.

Pride Day Reflection:

- Need food, better and more music, access to bathroom earlier.
- bystander training (see something, say something)
- Do more events/break up during the month.
- Have drag show on a different day other than Pride event.

Other events (not pride related) – bystander training.

UMass Lowell – New Chancellor – They have \$50K for pride activities.

Next meeting - Indigenous peoples day discussion, historical society and farmer's market.

Asian Community – Next year

Anti hate focus – Next year

Next Meeting

- Discuss upcoming events
- June 27, 2023 – 7:00 In person

Adjournment

- Tricia made a motion to adjourn the meeting. Cherrice seconded. The meeting adjourned at 8:23 pm.

Minutes submitted by Linda Morel

Diversity, Equity, and Inclusion Committee Code of Conduct for Social Media platforms

Mission Statement:

The Diversity, Equity, and Inclusion Committee (DEIC) supports Chelmsford's efforts to become a welcoming town that recognizes diversity, pursues racial equity, and fosters inclusion.

We strive to identify and promote activities designed to further efforts of these core values, and to advocate for the human and civil rights of all.

The Committee will provide guidance to local governing bodies, municipal organizations, businesses, and residents on diversity-related issues, discourage prejudices and discrimination, and encourage unity in our community.

Code of Conduct

Be Kind and Courteous

Treat everyone with respect. Our aim is to foster inclusion at all times.

No Hate Speech or Bullying

This page must be a place where everyone feels safe. Bullying of any kind is not allowed, and degrading comments about things such as race, religion, culture, sexual orientation, gender, or identity will not be tolerated.

No Promotions or Spam

Only links relevant to the mission of the Diversity, Equity, and Inclusion Committee are permitted.

Administrators reserve the right to allow or disallow comments based on this Code of Conduct. Failure to comply will result in removal from the group.