

Diversity, Equity, and Inclusion Committee
Town of Chelmsford, MA
July 11, 2023

Members in attendance: Carly Riem, chair, Linda Morel,
Susan Mackinnon, Beth Pocos, Bill Campbell, Lou Bergeron

Call to Order at 7:00

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

Approval of minutes of the June 27, 2024

Carly made a motion to approve the June 27, minutes. Susan approved and Bill seconded, and the Motion carried.

Land Acknowledgement Statements

Committee business:

- **DEIC Booth at the Chelmsford Country Fair on July 3 &4**
 - **Bill – The event went great. (2) games, Cornhole & Magnet dart board game (Jar of diversity questions & statistics). Parent would look at Diversity question/saying and then play game.**
 - **Mobile Library has cardboard Diversity sign. Stickers were brought as well. Elizabeth did an outstanding job on these.**
 - **QR Code – Signing for the pledge was ample.**
 - **Things we can do better – July 3rd evening lots of people. July 4th very slow. Huge difference in numbers. Recommendations is not to do the 2nd day on the July 4th. Kudos to Beth and Bill who did a great job.**
 - **QR Code – The site is not updated with QR signatures from January 2023. The site is not built very well. Committee will take the steps to look at process of signing anti-racist proclamation.**
 - **Volunteering - 10 people signed volunteer sign-up sheet. We need to understand how many volunteers are required per event. Beth – Contact the list of volunteers and brainstorm and capture ideas. Susan – We can meet with these volunteers if we have fewer than 4 DEIC Committee members attend that way we don't have to consider it be an official meeting.**

- **Applicants for DEIC – (2) applications – Sherry Lyle and Jen Melanson – Selectboard meeting Pat Wojak made a motion to approve candidates. Paul Cohen mentioned no resident requirements is needed. The selectboard 8/17/20 minutes at the time the suggest indenting composition would be (1) town employee (1) first responder (1) young adult (1) businessperson (1) School affiliated person, 3-5 at large members. May still consider Jen but want to wait (2) weeks to see if anyone will apply. They did appoint Sherry Lyle. 2 more seats available but Lauren must send letter of resignation. Ask Chief if a member of the police department to become member of committee.**

- Invite police chief the August 8th meeting. Next meeting, we can brainstorm on issues and/or questions we can address to Chief. Previously we talked about an incident at Walmart with (2) black boys getting out of rain and police were called on them. Checked backpacks, etc. CPD does not respond in that manner anymore. CPD to sponsor anti-hate talks, etc. CHS's biggest event is the movie night during the summer. Request booth at invite. Ask Chief how they attract folks to PD and what impedes them? Military, Residences get preference. We would like to get list of preferences. Frame how we can work together? Make it very collaborative.
- Questions before to the PD were around issues they have seen within community, asked about the lack of diversity in PD. Would they consider collaborating with DA for talks on anti-racism discussion/forum.
- Seminars – Beth – Invite professor from Harvard (continuing education for committee) – Susan – Bystanders training – Lots of programs Anti Hate/ Anti Bias task form group meets once a month, we can invite people to attend these meetings. Susan to participate this month (internal only). Susan to report back to us.
 - Groton – Marion Ryan came to Groton Senior Center spoke about anti-hate crime and how prevalent it is.
 - Daniel Leibowitz – Develops curriculums for high school athletes – Ex Mentor and violence program (gender-based violence). Have help schools promote and schedule a talk with Daniel. Target Sporting leagues. Lots of these issues happens with sports. We would like to schedule both and require a registration page on our website.
 - The library, Senior Center, CCA – Depending on the number of people.
 - We would like to have Ze come back – Ze was terrific on the day of invisibility.
 - Put together calendar with ideas of events (Asian History Month, Black History Month, etc.). Beth – Have dinner in venue and have an education session. Meet your neighbor type of event. Lowell – Highest Asian population. Put placeholder on something for May. Start in December.
 - Calendar – Ask town to create calendar on website and include QR codes, registration pages, etc.
- Day of Peace
 - The official day is September 21. Fall Festival – September 30th, 12-4. We are not running anything but just having booth. Beth will get giant Jenga for the event. Ask the library to print out boards for events and bring others to events. CCA Offered a space for DEI fall festival.
- Indigenous Day
 - October 9 – DEIC and Historical society will be planning events for October 7.

- **Pow Wow – Dance troops, garrison house. Not performers but authentic indigenous folks. Shinnecock Pow wow – Big event in Long Island on Labor Day. Reach out to them for referral. Reach out to Deanna Peterson to start planning.**

Next Meeting

- Discuss upcoming events
- July 25– 7:00 In person

Adjournment

- Susan made a motion to adjourn the meeting. Bill seconded. The meeting adjourned at 8:37 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.